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I. SELECTED DOCKET ENTRIES

A. District Court

IN THE UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MISSOURI
EASTERN DIVISION

Civil Action No. 73 C 553(A)

UNITED STATES OF AMERICA,

Plaintiff,

v.

HAZELWOOD SCHOOL DISTRICT; C. O. McDONALD. Superintendent; ROBERT BISCHOF, ROBERT COLEMAN, DOROTHY SMITH, CHARLES SWEENEY, DONALD MATTOX and MILTON STRAUSS, Members of the Board of Education of the Hazelwood School District,

Defendants.

DATE	PROCEEDINGS
1973	
Aug. 10	Complaint filed.
Sept. 4	Joint answer filed.
1974	
Mar. 25-27	Court Trial.
1975	
Apr. 11	Memorandum Opinion filed.
Apr. 11	Judgement filed.
June 9	Notice of Appeal filed.

B. Court of Appeals

IN THE UNITED STATES COURT OF APPEALS
FOR THE EIGHTH CIRCUIT

Case No. 75-1422

DATE	PROCEEDINGS
1975	
June 12	Appeal docketed.
1976	
Jan. 12	Case argued and submitted.
Apr. 20	Opinions filed.
Apr. 20	Judgement filed.
May 13	Petition for rehearing filed.
May 25	Order denying petition for hearing filed.
June 10	Appellees' motion for stay of mandate pending certiorari proceedings granted.

II. COMPLAINT

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF MISSOURI
EASTERN DIVISION

[Title Omitted in Printing]

The United States of America alleges that:

1. This action is brought by the Attorney General on behalf of the United States, seeking relief from violations of Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e,

et seq., and the Fourteenth Amendment to the Constitution of the United States.

2. This Court has jurisdiction of this action under 28 U.S.C. 1345 and 42 U.S.C. 2000e-6(b).

3. Defendant Hazelwood School District (Hazelwood District) is an agency of the State of Missouri and under Missouri law provides public education to eligible children residing within its geographic boundaries. The Hazelwood District is located in St. Louis County, Missouri.

[2] 4. Defendant C. O. McDonald is superintendent of the Hazelwood District and, under the general supervision of the Hazelwood School Board, is responsibile for the operation of the Hazelwood District.

5. Defendants Robert Bischof, Robert Coleman, Dorothy Smith, Charles Sweeney, Donald Mattox and Milton Strauss are members of the Board of Education of the Hazelwood District and are responsible for its operation.

6. The defendant Hazelwood District is an employer within the meaning of 42 U.S.C. 2000e(b) and is engaged in an industry affecting commerce within the meaning of 42 U.S.C. 2000e(h) as amended on March 24, 1972.

7. Prior to 1955, pursuant to Missouri law, the Hazelwood District permitted no black students to attend its schools and employed no black faculty and staff members.

8. The defendant Hazelwood District, Superintendent and members of the Hazelwood Board of Education have pursued and continued to pursue a pattern and practice of discrimination against black applicants for employment in faculty and staff positions with the Hazelwood District. This pattern and practice of discrimination includes the following specific practices:

[3] a. Failing and refusing consistently to hire black applicants as well or better qualified than white applicants subsequently hired for available faculty and staff positions;

b. Failing and refusing to recruit blacks for employment in faculty and staff positions while whites are recruited for such available positions;

c. Failing and refusing to utilize objective, nondiscriminatory selection procedures for the employment of faculty and staff;

d. Failing and refusing to take affirmative action to overcome the effects of past racially discriminatory policies and practices.

9. The policies and practices described in paragraph 8 above have resulted and continue to result in the denial of equal employment opportunities to black applicants for faculty and staff positions because of their race, and those policies and practices constitute a pattern or practice of resistance to the full enjoyment by blacks of the right to equal employment opportunity guaranteed them by Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e, *et seq.* and the Fourteenth Amendment to the Constitution of the United States. This pattern or practice is of such a nature and is intended to deny the full exercise of that right.

[4] 10. The United States has notified the defendants that its policies and practices as described in paragraph 8 above are in violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e, *et seq.*

11. The defendants have failed and refused to take reasonable steps to eliminate the effects of their past racially discriminatory policies and practices which have

the effect of denying equal employment opportunities to blacks on account of their race.

WHEREFORE, plaintiff prays that all defendants, their officers, agents, employees, successors, and all persons in active concert or participation with them be preliminarily and permanently enjoined from engaging in any racially discriminatory employment policy or practice which operates to continue the effects of past racially discriminatory employment, and further that they be preliminarily and permanently enjoined from:

(1) Failing and refusing to employ and recruit qualified black applicants for faculty and staff positions on the same basis as whites;

(2) Failing and refusing to utilize objective, nondiscriminatory selection procedures for the employment of faculty and staff;

[5] (3) Failing and refusing to take reasonable steps to overcome the present and continuing effects of past racially discriminatory policies and practices, including at least the following steps:

(a) the hiring of qualified black faculty members, including both teachers and administrators, on an accelerated basis;

(b) the implementation of a recruiting program aimed at prospective black applicants;

(c) the granting of relief, including offers of employment and back pay, to qualified black persons whose applications were discriminatorily rejected.

Plaintiff further prays for such other and further relief as the cause of justice may require, together with its costs and disbursements in this action.

/s/ Elliott L. Richardson
ELLIOTT L. RICHARDSON
Attorney General

/s/ J. Stanley Pottinger
J. STANLEY POTTINGER
Assistant Attorney General

JAMES E. REEVES
United States Attorney

/s/ Brian K. Landsberg
BRIAN K. LANDSBERG
Attorney
U.S. Department of Justice

/s/ Daniel F. Rinzel
DANIEL F. RINZEL
DANIEL L. BELL, II
Attorneys
Department of Justice
Washington, D.C. 20530

III. OPINIONS AND JUDGMENTS

A. The opinion and judgment of the district court appear as Appendix A of the Petition for Certiorari.

B. The opinion of the court of appeals appears as Appendix B of the Petition for Certiorari.

C. The judgment of the court of appeals appears as Appendix C of the Petition for Certiorari.

D. The denial by the court of appeals of the petition for rehearing appears as Appendix D of the Petition for Certiorari.

IV. SELECTED EXCERPTS FROM THE RECORD

IN THE UNITED STATES DISTRICT COURT FOR THE
EASTERN DISTRICT OF MISSOURI
EASTERN DIVISION

A. Stipulation

[Title Omitted in Printing]

[1] In accordance with the agreements reached at the pretrial conference in this action on March 1, 1974, and the conference between the attorneys for the parties on February 28, 1974, the plaintiff, United States of America, and the defendants, Hazelwood District, et al., stipulate for the trial of this action that the following statements may be accepted as facts, and all exhibits referred to herein and attached hereto are incorporated in this stipulation and made a part hereof; provided, however, that either party may introduce other and further evidence not inconsistent with the facts stipulated, and particularly, but not limited to, evidence intended to explain the facts and circumstances surrounding any transaction. Each party hereby reserves the right to object, during the trial of this case, to the admission in evidence of any of the following facts or exhibits on the grounds of materiality or relevancy.

[2] 1. That the depositions of all present and former Hazelwood District employees taken in this case and exhibits attached thereto are admissible in evidence at the trial in this case subject to all objections made in those depositions.

2. That the attached Exhibit A is admissible in evidence, subject to objection as to its relevance and materiality.

3. That reports of the St. Louis County Superintendent of Education describe the formation of the Hazelwood District as set forth in the summary attached as Exhibit B and that Exhibit B is admissible in evidence, subject to objection as to its relevance and materiality.

4. That Plaintiff's Exhibit 1 is a true and correct copy of the current Missouri Faculty Certification Requirements, an official publication of the Missouri State Department of Education.

5. That Plaintiff's Exhibit 2, Volume 1 through 10, is composed of true and correct copies of certain records contained in the application files and maintained in the regular course of business by the Hazelwood School District.

6. That Plaintiff's Exhibit Nos. 3 through 48 are composed of true and correct copies of certain records contained in the application files and maintained in the regular course of business by the Hazelwood District.

7. That the race of each of the persons named below is black:

Anderson, Patricia A.
Boyd, Pearlie
Carroll, Ruby Lee
Carson, Timotheus H.
Catlin, Charlene W.
Collins, Beverly J.
Collins, Ernest C., Jr.
Cook, Cullen
Cooksey, Naomi P.
Cotton, Atry S.
Downs, Samuel L.
Ealy, Judith B.
Easter, Naomi J.
Edmond, Cynthia
Ellis, Beverly E.
Fitch, Jerry L.
Fletcher, Patricia A.
Florez, Westelle A.
Gray, Agnes B.
Guyton, Delores C.
Hairston, Charlene M.
Hamilton, Edgar J.

[3]
Hauk, Kenny E.
Hayes, Charles L.
Haynes, Evelyn
Hill, Marva J.
Houston, Barbara D.
Howell, Robert W.
Jackson, Carol A.
Jackson, Elaine
Jackson, Willette
Jones, Vina
Kincaid, Geneice
Lenoir, Nikki L.
Lockett, Lonnie L.
Lowe, Johnetta
Lowe, Melvin D.
Moore, Alice F.
Moore, Elwood J.
Mullins, Harriet D.
Novel, Derek R.
Palmer, Willie J.
Payne, Jesuita N.
Payne, Virginia
Penton, Delores
Reid, Sandra V. M.
Riggs, Alberta
Robinson, Barbara A.
Shaw, Georgia M.
Smith, Alexis J.
Smith, Eugene I.
Smith, James
Thomas, Carolyn M.
Thomas, Geraldine
Thompson, Monica M.
Thompson, Rosa L.
Triplett, Cozeene E.
Trotter, Gerald F.
Trotter, Jerome
Turner, Nellie
Wall, Gloria
Washington, James L.
Wilson, Mary E.
Wilson, Robert D.
Womble, Elizabeth A.

Entered this 26th day of March, 1974.

/s/ Don O. Russell
DON O. RUSSELL
WILLIAM A. ENS
Attorneys for Defendants

/s/ Daniel L. Bell, II
DANIEL L. BELL, II
RONALD L. OLESON
Attorneys for Plaintiff

EXHIBIT A

[1] The following procedures are included in the Hazelwood School District Policy Manual:

(a) The personnel office encourages all possible applicants to complete and have on file a complete application, even though no position is then available nor any openings anticipated in a particular area.

(b) The personnel director interviews on college campuses are open to all without restriction and are arranged by the personnel of the college. Each prospective applicant is given an application and encouraged to complete and return it to the personnel office.

(c) All teacher applications are filed in the personnel office.

(d) Vacancies will be reported through immediate supervisory channels to the personnel office.

(e) All applications shall be made through the personnel office.

(f) The personnel office will screen applications on file for qualifications and current availability.

(g) The personnel office will make any additional necessary contacts to secure applications for anticipated and/or existing vacancies.

(h) Interviews of all applicants with appropriate supervisory personnel will be arranged and scheduled through the personnel office.

(i) Wherein possible, all personnel who have immediate supervisory responsibilities will be included in the procedure.

[2] (j) All recommendations for employment will follow immediate supervisory channels.

(k) Final recommendations for employment to the Board of Education, including salary, shall be the responsibility of the superintendent.

(l) Following the interview/recommendation procedure, notification of employment status will be the responsibility of the personnel office.
Paragraph 532.2 of the Manual, p. 55, states:

"The objective in recruitment shall be to obtain the best possible certified persons within the financial ability of the district without consideration as to age, sex, race, national origin, political or religious beliefs in determining qualifications for employment."

B. Testimony on Deposition

[53] RON BERRY

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, United States of America, deposeth and saith:

DIRECT EXAMINATION

BY MR. BELL:

Q. Would you state your name, address and race for the record, sir?

A. Ronald Max Berry, 3556 Whispering Woods Drive, Florissant, Missouri 63301, Caucasian.

* * * *

[54] Q. So you came to Hazelwood first in 1969?

A. In 1970.

Q. So this is your fourth year?

A. This is right.
Q. You came as a teacher at–
A. McCurdy Elementary School.
Q. And when did you become a principal?
A. In November of 1971.
Q. At what school?
A. At Brown Elementary School.
Q. And that is your current position, correct?
A. Right.

* * *

[55] Q. Have you ever interviewed any black applicants for professional positions?
A. Yes, I have.
Q. Would you state their names?
[56] A. I am not familiar with all their names, I am familiar with two names. That is all that I can remember. There was a Mrs. Ellis.
Q. Would that be Mrs. Beverly Ellis?
A. Yes, and a Mrs. Reid.
Q. Any others that you recall?
A. I have interviewed one or two other black applicants but I cannot recall the names.
Q. For what position was Mrs. Ellis applying?
A. To the best of my recollection I think it was a primary position, second grade sticks in my mind.
Q. Do you recall what year that was she applied?
A. Not this summer, the summer before, that would be what, '72.
Q. Did you recommend her for employment?
A. No, I did not.
Q. Why did you not?
A. Because in the interview that I had with her I did not feel personally that she would be the outstanding teacher that I was looking for in my building.

Q. Who was employed in her place?
A. I don't really remember. Mrs. Davis, I think.
Q. Do you recall her first name?
A. Susan.
[57] Q. Is she black or white?
A. White.
Q. How was it that Mrs. Davis was better qualified than Mrs. Ellis?
A. Personal opinion through the interview and through – that is basically all I can tell you.
Q. And what was the basis for that opinion?
A. Its a very hard question to answer, I would think personal characteristics, personal traits, intangibles that you look at in an interview with an individual, love of children, willingness to accept children as children.
Q. Did you feel that Mrs. Ellis didn't love children?
A. No, I can't say that. I can't remember the interview that well.
Q. Can you try to point to some of these intangibles?
A. Well, its very difficult, I guess the Boy Scout's creed, or whatever it is, when you go down through the trustworthy, loyal, helpful, courteous, kind, honesty.
Mr. Bell: Thrifty, brave, clean, reverent.
A. These types of things that come across in a personal interview.
Q. Do you feel that Mrs. Ellis was not qualified for the position?
A. Yes, at the time, I did.
[58] Q. In other words you not only felt that Mrs. Davis was better qualified, but you felt that Mrs. Ellis was not qualified to hold that position?
A. That is right.
Q. Based on these intangible factors?
A. I think, if I remember, she also had several posi-

tions in a very short time and that made me concerned a little bit about how long she would stay with me.

Q. Do you understand what these positions were?

A. No, other than education.

* * *

[3] GENE ELVIN EAKER

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, the United States of America, deposeth and saith:

DIRECT EXAMINATION

BY MR. BELL:

Q. Would you state your name, address and race for the record, Sir?

A. Gene Elvin Eaker, 4240 Chartley Drive, Bridgeton, Missouri.

Q. On what date were you first employed by the Hazelwood District?

A. I would say, at the beginning of September of '54.

Q. September, '54?

A. Yes.

[4] Q. In what capacity, Sir?

A. As Sixth Grade Teacher.

Q. And what was your next position?

A. My next position was Principal of the Russell Elementary School.

Q. And how long did you hold that position?

A. Eight years.

Q. And what was your next position after that?

A. My present position. Coordinator of Elementary Education.

* * *

[8] Q. I mean would you simply ask for him to send over or arrange for interviews for a certain number of applicants, depending upon how many vacancies existed,

or would you ask him to send over the best applicants, or something like that, or how would you frame your request to him?

A. Number One, I would indicate what specific positions were to be filled, and our general operating procedure is the persons who prefer those positions would be brought in for interview, and I think we can normally bring in, say, and you know if you have got one position, they would probably say, we need five or six people to be brought in. But that is open-ended. I don't think we ever really specifically say, we want two, three, four, five, six, seven.

* * *

[10] Q. Would you attempt to interview the applicant yourself at all?

A. No, I would not.

Q. So your part in this procedure would be to dispense certain information to the applicant before he was to be sent to be interviewed at the School, and then upon the recommendation by the Principal to review that recommendation in deciding what?

A. Deciding whether or not I could honor their recommendation.

Q. So you would make the decision as to whether a person is to be offered employment, is that correct?

A. Well, I would make the decision as to whether or not the procedure then could be carried one step further, which is to the Personnel Department in terms of this recommendation.

* * *

[12] Q. Have you received any instructions as to how to carry out your employment responsibilities?

A. Yes, we have the Policy Book, which itself outlines the general procedures.

Q. Does that book establish standards to use in employing people?

[13] A. It establishes that the most competent and best applicants that we feel are available and within the financial limitations.

* * *

[14] Q. What instructions have you given the Elementary Principals as to how to carry out their employment responsibilities?

A. That every applicant who comes there should be given a full and reasonable kind of interview that could be given, and that they should attempt to get the person that seems to best fit their situation.

Q. Have you given them any instructions on how to best find the person who would fit their situation?

A. We have used a form, which we actually developed, which contains certain attributes that they should be looking for in terms of teaching recommendations.

Q. Are you referring to the Elementary Interview Forms?

[15 1st] A. Well, yes. There is a form, which we use, and it also serves as a kind of communications device between the Principals and my office, and also between my office and the Personnel Office.

Q. What I was speaking of, was the form you were referring to?

A. Well, you have to show me the form that we are talking about?

(A short break)

Q. Referring to Elementary School Teacher's Form, have you instructed the person doing the interviewing as to how they are to use this form?

A. Well, yes, this was worked out, as one, it's a common form in terms of what we would use in these particular sets of criterium, which would give them guidelines in terms of what they are to be looking for when they apply. So these are some of the criterias that they would use, when each one of those certainly has interdepartment kinds of means which a Principal might pursue.

Q. Well, for example, have you indicated to the Principal, what is meant by knowledge of teaching responsibility?

A. I think the Principal can carry his own weight in terms of knowing what he is looking for in a specific type of situation.

Q. So, the ratings or evaluations, according to this form, would be left to the discretion of the individual Principals?

[15 (2nd)] A. Right, because he is looking at many different levels of functioning–kindergarten, First Grade, Second Grade, through Sixth, Music, Art, the whole thing. It is Personnel who will be responsible for hiring.

Q. I see, the category in here marked personal appearance and grooming, and I take it as then the categories are rated as above average and below average? Would it be true as that above average personal appearance would depend or would vary from Principal to Principal?

A. I think this is a reasonable assumption.

Q. The same would be true of the other areas listed in here, is that correct?

A. Yes. I think that each Principal brings into an interview certain examinations and certain information related to his own school that would have some influence on how the rating might go?

Q. On the interview form, would the personality area be more important or less important or the same importance as the poise, self control and confidence area?

A. I can't say that would be any more important. I

can say that it's extremely important in the terms of how a candidate might perform on the job.

Q. I take it that the weight to be given to each of these areas in which an applicant is rated is varied from Principal to

[16] Principal?

A. I think so, based on what I previously indicated.

Q. You said that was correct, or they would vary?

A. I think it would vary, based on what I said previously, that each Principal would have certain aspectations and information relative to his own school.

* * *

Q. OK, I think you described to me what the process is for hiring individual teachers, and I wonder whether that process has changed or been modified in any respect, since you have come to Hazelwood District?

A. I can't think of any specific way I could say it's different. I think it's always been one in which we have attempted to get the most competent teachers, and it's been one of which the immediate supervisor has had some responsibility in the total process of selection of teachers.

Q. Must an applicant always submit an application prior to being interviewed?

A. I think that is the general procedure. I can't think of any instance where one was interviewed without the benefit of having an application.

[17] Q. Must an applicant always be interviewed in order to be hired?

A. Yes. I would say there would have to be sufficient information relative to a candidate, when this recommendation is processed.

Q. And would Hazelwood interview only if there were vacancies existing?

A. I think that is our general procedure, that we interview based on either known or anticipated needs.

Q. What qualifications must an applicant absolutely need before being employed?

A. Well, they must be certified—that is one requirement.

[18] Q. Is there any preference given to those that have completed their student teaching in Ladue?

A. In where?

Q. In Hazelwood.

A. Again, if I say only to the extent that a person has proven their ability to perform, or to come up to the expectation of a given administrator.

* * *

[26] Q. Where does Hazelwood get its student teachers?

A. From S.I.U., Carbondale, well it could be Carbondale, but mainly Edwardsville, Southeast Missouri State University, University of Missouri, St. Louis, University of Missouri, Columbia, and perhaps others, to a lesser degree. Those are the ones I can state specifically.

* * *

[27] Q. Have you ever had any black student teachers?

A. I do not recall specifically, because I do not see them. I see the paper, but I do not seem them, and besides it would make no difference to me whether they were black or white, or Indian or any other race.

* * *

[3] FRANK FOX

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, United States of America, deposeth and saith:

DIRECT EXAMINATION

Q. What college degrees have you received?

A. I have a Bachelors and a Masters Degree and have

finished all the work for a Doctorate Degree, but I haven't finished the dissertation, yet.

Q. Where did you receive those degrees?

A. University of Missouri, Columbia.

Q. Could you describe your employment background in the education profession?

[4] A. I started here at Hazelwood, that was the first educational position I had in 1962, taught four years at the senior high school in the area of social studies, was Assistant Principal for two years at Hazelwood Senior High School and have been Principal at Hazelwood Junior High School, this was the sixth year and one of those years I was on leave of absence, which was last year.

Q. You were a Principal for how long?

A. This is the sixth year. Last year I was on leave of absence.

* * *

[5] Q. Could you describe to me your role in the employment process for teachers?

A. Well, we make the Secondary Coordinator aware of vacancies that are known to exist in the building. This is done usually two ways; first of all, in February we generally, by enrollment counts, try to determine vacancies that we no will exist, either increases or decreases. Or, in talking to all the staff members those that won't be back. This is then prepared and Mr. Huss assembles the list from all the secondary schools and puts together a vacancy list, that is known at that particular time. Of course, during the school year if any other vacancies, due to resignations or leaves of absence, occur, you always notify him of those vacancies.

[6] Q. Do you select any persons for interview, or is this done by the personnel office?

A. Personnel office selects or establishes those that

are going to come in for the interview.

Q. Do you do – who helps you in the interviewing in your building?

A. There are, I would say, that at any given time when we have an interview department chairman are involved in their particular subject area. Myself or one of the other administrators also interview any applicant that comes in.

Q. Who makes the written recommendation as to whether or not to hire a person?

A. The final one, I make it. I make the final recommendation to the Coordinator of Secondary Education, as far as recommendation of employment.

Q. How do you decide which person you will employ?

A. Well, after we have exploited the interviews of the various people that come in for a position in the department, the department chairman and myself and if the assistants have interviewed these people, we get together and determine the qualifications of the people that we have had in, and then establish the most suitable candidate and then make a recommendation for the Personnel office to contact that person offering him a job.

[7] Q. Have you received any instructions as to how you are supposed to determine qualifications?

A. Well, qualifications are determined by hiring the best possible applicant for a job. You know we–the department chairmen are subject matter individuals and they are examining their background information and we, as administrators, are attempting to see how they would fit into the particular facility and their personality and how they handle a particular situation and trying to find out their philosophy of education and things like this. But, there is no, other than hiring the best possible candidate, no list to work from.

Q. That would vary from interviewer to interviewer?

A. I'd say yes, because they are all individuals, but I know myself and the assistants and the department chairmen sit down and discuss the kinds of things you are interested in finding out about and there is usually a consistancy in that. We are all aware of the kind of questions and things we are going to ask these people.

Q. What would those things be?

A. Well, you might try to find out what kind of background experience they have had, what kind of [illegible] activities they are involved in, in school. The kinds of employment they have had, both within the teaching and outside of teaching, the contacts with youth groups, Boy Scouts and Girl Scouts, things like this,

[8] extracurricular activities. How there voices and personalities are, that they have these kinds of things. And, I think also, you're trying to get at the kinds of questions that they might have with a position. Some are very familiar with the St. Louis area and some aren't. Sometimes they have some questions about the St. Louis area.

Q. Would you prefer to have a person with an M.A. over a person with a B.A.?

A. No, I don't think there would be any–I think the quality and quantity of the education and experience is something you have to evaluate. I don't think a master's degree necessarily means that it's a higher degree teacher than somebody who is straight out of school with a Bachelors degree.

Q. Would you prefer to have a person with more experience over a person with less experience?

A. Again, it's the quality of experience. I'd say if somebody has worked in the junior high school, I think you take this into consideration. If they have worked in the junior high school or elementary or on a college

level, I think you have to evaluate the kind of experience.

Q. Is there any minimum level of college you would like to have?

A. Well, the minimum level would be somebody that had been certified to handle the particular position. I mean,

[9] they would have to have a college degree with the necessary certification so that they would be able to go in the classroom.

Q. Are there any minimum classifications other than that?

A. No.

* * *

[3] LAURENCE J. FUQUA

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, United States of America, deposeth and saith:

DIRECT EXAMINATION

BY MR. BELL:

Q. Would you state your name, address and race for the record, sir?

A. Laurence James Fuqua. The address is 1070 Lindsay, Florissant, Missouri. Caucasian.

Q. What is your present employment?

A. I am principal of Hazelwood Junior High School.

Q. How long have you been so employed.

A. I was employed as principal on July first, that is when my term began, 1967.

Q. And what was your employment prior to that?

A. I was Assistant Principal Hazelwood Senior High.

Q. How long did you hold that position?

A. From February, 1959 until I was appointed Principal.

[4] Q. And prior to that, what was your position?

A. I was a classroom teacher.

Q. And where were you employed?

A. Hazelwood Senior High School, it was Hazelwood Junior-Senior High School at that time.

* * *

[5] Q. Would you describe your role in the employment of teachers?

A. Okay. This is basically what I do, I have my Department Chairman, I give them information on expected enrollment

[6] for the coming year, and this is just an anticipated enrollment and then they come up with the vacancies they think they will have because of the enrollment we anticipate we will have. We compile a list of vacancies. that we anticipate and I send that list to the coordinator of secondary education.

Q. Then what happens?

A. Then the list is, as I say, compiled, just my enrollment you're interested in, right?

Q. Yes.

A. Then when this has been established, dates are set up, we notify when we will be interviewing people and they set up dates that the people will be coming to see us and the times and they tell us how many will be coming and then either I interview each applicant or one of the associated assistant principals will interview them and then we have the Department Chairman interview the prospective candidates of the department in which the teacher would be assigned. If it's social studies it would be in social studies, if English, it would be the English Department Chairman. Then, all the people, over a period of time that have been sent to us, are interviewed and an evaluation is made by the Department Chairman and they will meet with me and we discuss each one

and they make a recommendation on who they recommend and we get together on the recommendation and we arrange them in the order or recommendation and if they

[7] are not recommended. We do that, too. And, if I tried to call former employees or teachers, in the case of a person who hasn't worked as a teacher except a student teacher, I talk to him. I can't always get a hold of them, but we try. Then, on the basis of evaluation we come up with—we try to employ the person who best, we think, would do the job, the best and then the principals bring the recommendations to the coordinator. And, then the Junior High Principals and myself sit down with the coordinator and make a recommendation and maybe the Junior High School Principal may want the particular person I want and we would decided which one would get that particular teacher, where it would do the most good. And, then if they accept the position, we are notified that they have accepted the decision.

* * *

[10] Q. What instructions have you been given as to how to carry out your role in the employment process?

A. To hire the person we feel is the best person for the job.

Q. Have you been told how to go about finding the best person?

A. I don't know what you mean?

Q. Have you told how to identify the best person?

A. No. We have to do it on the basis of our judgement. And it's a subjective thing.

Q. Have you given your subordinates any instructions on how, in the employment process, to do this

A. The person that can do the job the best

Q. Have you instructed them as to how to go about doing
[11] this?

A. No

Q. Of the applicants you interview, how do you select the person to be hired?

A. I told you that once.

Q. I am talking about his qualifications and how do you tell one is better qualified than another?

A. Well, I leave that mostly up to the Department Chairman.

Q. How do they tell?

A. Well, they talk to them They determine whether or not the subject matter is–one example, for instance, I wouldn't know anything about music. I wouldn't know anything about Latin. So they talk to the person, by talking to them they spend maybe an hour or an hour and a half talking to them and seeing what they know about the subject, voice quality, personality, and attitude.

Q. How do they measure voice quality?

A. Alright, suppose there is a person who is tongue tied and we can't understand him, that would be an example.

Q. Would that be the only–

A. That is an extreme example.

Q. Would this be just to judge speech impediments?

A. Well, to see whether or not they can be clearly under-
[12] stood.

Q. That would be the only requirement?

A. That is an example, there is nothing put down, I mean it's a judgement on the person of the person doing the interview, do you understand what I am saying?

Q. What other qualifications do you require?

A. Well, we don't have any written qualifications, it's a matter of judgement on the Department Chairman's part.

Q. So that would vary from chairman to chairman?

A. Definitely.

Q. Do you prefer to employ a person with an M.A. over a B.A. degree?

A. It doesn't make any difference to me, depends on whether or not they can do the job.

Q. Do you prefer more experience over less experience?

A. No, not necessarily. It depends on whether or not they can do the job. It can be a person with twenty years experience and not be as good as a person without experience.

* * *

[3] J. W. HORD

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, the United States of America, deposeth and saith:

DIRECT EXAMINATION

BY MR. BELL:

Q. Would you state your name address and race for the record, sir?

A. J. W. Hord 31 Rolling Hills Drive, Florissant, Missouri. White.

Q. And on what date were you first employed by the Hazelwood School District?

A. November 15, 1962.

Q. And in what capacity?

A. Director of Personnel.

Q. Have you served in any other positions with the Hazelwood district?

A. As paid position?

[4] Q. Paid, unpaid.

A. Yes.

Q. And what position?

A. Board member.

Q. When were you a board member?

A. February, 1957, for four years. Three and a half years to be exact. Let me correct that, that is four plus years.

* * *

[5] Q. Could you describe, generally, what your present duties are as Director of Personnel?

A. Basically, it's to keep the records and the files of all certificated and non-certificated personnel, and I have been the recruiter for the Hazelwood School District for twelve years, this is recruiting teaching personnel as well as non-certificated.

* * *

[11] Q. Could you describe the application and hiring process in Hazelwood?

A. The application you're talking about, the form or the process?

[12] Q. The procedures for applying and for being hired?

A. Actually, everyone must file an application with the personnel office. We accept these requests for applications either by telephone or by letter, by personal contact with a friend or by distribution to the individual college campuses.

Q. You said you accept the requests for application by telephone. How do you mean that?

A. In other words, people will call in and ask for an application to be sent to such and such an individual and we readily do this.

Q. So you would send applications to everyone requesting them?

A. Yes.

Q. What happens next after the application is requested by a person?

A. The application is sent or given to the individual

and of course we have to record it until the application is received back in the office.

Q. And what happens at that point?

A. At that time, the application is normally, – normally we notify the people of the receipt of the application.

Q. Following notification of the application being received what then happens?

A. Nothing until vacancies occur within the Hazelwood

[13] School District.

Q. Then what happens?

A. We are notified by the coordinators of either secondary or elementary education that they have an opening then we attempt to contact as many people as we can to advise them of the opening in the district and to set up an interview date.

Q. Now, when you are told by the coordinators or principals that there is an opening, I would take it you would give to them or you would rather try to arrange interviews for all applicants who appeared to be certified, is that correct?

A. No.

Q. Well, what would you do in that case?

A. We would, from the standpoint of the numbers of applicants that we have, if they had one opening we would attempt to get as many applicants available as they had requested. It may be six and it may be ten. If there is only one position then those interviews would be arranged by the coordinator with whoever had the vacancy. If they made a selection from that group then no one else would be called. If they do not make a selection we would attempt to get additional applicants.

Q. What I am trying to get at is how would you select as to what interviews would be contacted?

A. We are talking about two different periods of

time. We are talking about the last four or five years, and particularly the last two or three

[14] years, prior to this time and almost twelve years ago and it was a completely different picture of the days of twelve years ago. We would write everybody that applied in order to fill a position. Today, we would probably have a great number of applicants that we can handle so what we would do is the people we are sure they are available for the positions and have contacted us, those would be the people that we call first.

Q. You said twelve years ago you used to try to interview everyone that applied?

A. No, I didn't say that. I said we used to contact everyone to tell them that there was a vacancy.

Q. And now you attempt to contact who for a vacancy?

A. The people that have notified us that they were available for a position and the ones that we are sure are available, these are the first ones that we contact.

Q. Okay. Well, how do you mean persons have notified you to say they are available?

A. Because we have people who are constantly calling the office advising us of their availability.

Q. So you would select for or arrange interviews with the persons that have called the office and asked, been continually asking for interviews? They would be first?

A. This is part of it.

Q. Alright, who else would be included among those contacts?

[15] A. Those people who were rather recent applicants.

Q. Anyone else?

A. And if we have enough openings, we would attempt to contact a great number of the people depending on the teaching area.

Q. Okay. How many people do you like on interview for each particular vacancy?

A. It depends on the principal.

Q. Okay. The principal may select different numbers?

A. It depends on the coordinator and the principal. Both may decide we only want six or seven; or three or four; or ten.

Q. So, if I understand this correctly, to select or interview you would check to see if the person was certified or appeared that he would be certified and then you select from those persons the persons who have notified the Hazelwood district that they are available for employment and by notification I mean other than by submitting the application?

A. Right.

Q. And in addition, you would select to arrange interviews with rather recent teacher graduates?

A. No. I didn't—the applications that were received at the most recent dates.

Q. For how long is an application considered?

A. For the—as long as it is in the active file it can

[16] be considered.

Q. For—and that would be for how long?

A. At the present time, at the fall, late fall, or early December we contact all the people who have an application in our file asking them if they want to continue to keep their application active. If they respond to this then it's kept in the active files and if they fail to respond then it will be put in the inactive file.

Q. Do you decide not to interview applicants on the basis of anything other than certification as far as their qualifications are concerned?

A. Would you repeat that question?

Q. Alright. When you are selecting persons to inter-

view, would you select them on any other basis than their certification as far as their qualifications are concerned?

A. No. Just one moment, when we talk about certification there are certain areas which applicants are not aware that they are not certified to teach and we check this very closely. As an example, science, if you're a chemistry or physics or a biology teacher, you may not necessarily be certified to teach general science in the seventh or eighth grade so, therefore, many people are not aware of this. So many times I have to determine whether or not they can be certified in this area.

Q. But apart from that, you don't look at any other
[17] qualifications?

A. No.

Q. Has this process been in effect since you have been in the district?

A. Yes. One clarification at this point, we screen all secondary applicants. Elementary administrative for the past 2 or 3 years have screened their own applicants up to this year and then picked their own applicants.

Q. I didn't follow that.

A. You asked me if there is any difference in the procedures. Yes, there was a change. In other words, two or three years ago we were looking for particular types of elementary teachers with open consept background and they screen their own applicants. In other words, they selected the applicants that they wanted to have come in for an interview.

Q. You're talking about the principals?

A. No, sir. I am talking about the coordinator of elementary education or his staff, but that was the only difference. That was for a two or three year period.

Q. Do you recall what period that was?

A. That was about two or three years prior, for the past two or three years in elementary.

Q. For the past school year included?

[18] A. Somewhere at—it was used part of the time and part of the time it wasn't used. Yes, the secondary we have always contacted the applicant.

Q. What kind of qualifications did you say they were looking for?

A. They were looking for special types of backgrounds in elementary education having to do with the open consept school.

Q. Dr. McDonald showed to us a form which is Government's Exhibit one of his deposition and he said it was a brochure distributed as part of recruitment in the Hazelwood school district but that it was no longer in use. I will show that to you. Are you familiar with that?

A. Yes.

Q. Has any brochure been developed to take its place?

A. An attempt was made to develop it but there was not agreement as to what should take its place and I suggested that we didn't need one.

Q. Was any brochure used prior to that one?

A. No, sir. None at all.

Q. Prior to being interviewed must an applicant always submit an application?

A. You need to clarify the interview. Are you talking about the interview for an actual position or on the college campus?

[19] Q. For an actual position.

A. He must also have on file in the personnel, an application.

Q. Did you say almost or must?

A. Must.

Q. Must this be a completed application?

A. Yes.

Q. Must an applicant always be interviewed to be hired?

A. Yes.

Q. When do you arrange for interviews, in what circumstances?

A. We arrange for interviews only when we have a position available in the Hazelwood School District. This is somewhat different than other schools because we never interview without positions available. There are a few exceptions when someone is in and wants to talk to someone but basically, we interview for positions that are available.

Q. In addition to the application form, itself, what documents must an applicant submit prior to being offered a position?

A. In some instances we require, the principal requires, placement papers, but there have been people employed without placement papers because they have referred to references or the colleges have called people where they have worked prior to

[20] the employment

Q. Now, I take it in deciding which applicants to interview, of those that you have submitted to interviewers to select for interview, how does he choose which ones he is going to interview?

A. I'm afraid I missed your point. Are you saying to me how the coordinator determines who he is going to interview?

Q. Well, you submit–you choose applications to submit to the coordinator and the building principals, is that correct?

A. No. Just for the coordinator.

Q. Only the coordinator?

A. Only the coordinator.

Q. Do you know what he does at that point with the applications?

A. Well, he only gets the applications when we set up the interview, this is the secondary. When we set the interview date up he gets the application, same with the elementary.

Q. So he does not choose when a person will be interviewed?

A. The secondary doesn't. I pointed out earlier that there was a change for two or three years in the elementary. So, it's possible that the elementary coordinator or his staff will make the selection of people that are going to be interviewed.

Q. Is that still in effect at the present time?

A. It's changing back at the present time, no. It's

[21] coming back the other direction where the personnel office again will contact–will arrange all the interviews.

Q. Now, why is it in selecting persons for interview that you contact first those persons who have notified the office that they are interested or the more recent teacher graduates. Why did you choose these two groups of people?

A. First, for the part of expediting we may not have but two or three days when they notify us that they have a group of openings and had minimum time that they want these people that they allow us to get these people in for interview is restricting. And, in the St. Louis County one must understand that we are talking in terms of twenty-five or twenty-six school districts on the Missouri side and the surrounding territory plus all those on the Illinois side and we must remember also

that all these people make applications to us also make application to fifteen, twenty, or forty other school districts. So, therefore, many people have been employed at the time that applications have been accepted by the Hazelwood School District.

Q. So your competitors would be the twenty-three neighboring districts and the ones on the Illinois side?

A. Twenty five or forty, yes.

Q. So, you said you have two or three days to get people in for the interview?

A. I may, depending on the time they give us. It could be

[22] two or three days or two or three weeks.

Q. You said they. Who do you mean by they?

A. The coordinators.

Q. So, how long is it that the coordinators usually take to fill their vacancies once they know they exist?

A. It depends on the time it takes their people on their staff to interview and to complete all the interviews.

Q. Do you have any idea what that usually is?

A. It varies from school to school, it varies from job to job.

Q. But you gave two or three days as an estimate?

A. No. I said it could be two or three days. I don't remember any that are much over two or three weeks. Most of them are in the vicinity of a week but it's still short notice to get the correspondence to the applicant.

Q. So the employment process after the application is received usually takes place in about a week, the remainder of it?

A. Would you repeat that as you said it?

Q. Alright, the employment process after the application is received usually is completed within a week, is that about right?

A. No. You said after the receipt of the application. No. It wouldn't be after the receipt of the application, after

[23] our notification that there is a vacancy in the secondary or elementary schools, then it takes—they give us about a week to get the people in. Normally, about a week.

Q. Oh, so after you notify the person that a vacancy exists you have about a week, according to the coordinators, to set up an interview, usually.

A. Right.

* * *

[27] Q. Have you made any special efforts to attract qualified black applicants?

A. Yes.

Q. Would you describe them?

A. Through the years as I have been interviewing I have made the request through placement directors.

* * *

[56] Q. Did the school board ever discuss racial segregation in the public schools while you were a member?

A. No.

* * *

[57] Q. Where do most of the Hazelwood teachers come from? What area:

A. They come from all over the country. Most teachers will come from the St. Louis area.

* * *

[3] FRANCIS C. HUSS

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, the United States of America, deposeth and saith:

BY MR. BELL:

Q. All right, sir, would you state your name, address and race for the record, sir?

A. Francis C. Huss, 11535 Caraway Court, St. Louis,

63138. I assume my race is white.

Q. When were you first employed by the Hazelwood District?

A. I began my employment on July 1, 1959.

Q. In what capacity?

A. High School Principal.

Q. And which High School?

A. The only High School then, it was at a different location, Hazelwood High School.

[4] Q. How long were you employed as Principal.

A. Eight years.

Q. And what happened after you left the job as Principal?

A. What happened?

Q. Where did you go?

A. To my present position as Coordinator of Secondary Education.

Q. What year was that?

A. Sixty Seven.

* * *

Q. Have you had any other positions at all with Hazelwood?

A. No.

Q. What are your present duties as Coordinator?

A. My function is to plan, direct, coordinate and supervise the Secondary Education Program.

Q. What duties do you have with respect to employment?

A. What duties?

Q. Yes.

A. Well, just in the general process, when the vacancies are assembled or developed, all the Secondary School vacancies come to my office, and I inform the Personnel Office of these vacancies, and of the times that we want to

set up interviews, and generally when we are doing mass interviews, the number of applicants that we'd like to interview on that date. As I say, when we are doing the mass interviews at the times they are designated to come,

[5] they are directed to me in groups, small groups which could range, oh anywhere from five to twenty, and at this time, I provide them information concerning the school district, and its program of studies, and show them as to what the vacancies are that pertain to their particular field that they are in, and we disperse or send them to my office to the building for which they want to interview, building or buildings. In some cases, then after they go through the interview process in the buildings, at sometime that I designate, we the Principals and I review the applications with the various recommendations concerning the outcome of this application, and I refer back to the Personnel Office with our Recommendation.

* * *

[8] Q. I was referring to an earlier stage in the process. Mr. Hord submits applications to you when you tell him what vacancies are existing, is that correct?

A. I tell him what vacancies are existing, and how many people or applicants we will interview, on a given number of interview days, so many per day, and he operates within that constraint. For example, this Spring, I set three interview dates in one week, say Monday, Wednesday and Friday, and told him we would take from twenty to thirty applicants at a particular time of day. And now, I am just giving times of dav. Let's just assume that it's nine o'clock and then in his office knows of vacancie , and they will operate within that constraint of numbers because we know how many we can interview adequately in that period of time, and they will send us that number within that area, and as I

say, send them to the building, and after we have gone through that interview period, we evaluate that group through the recommendations that come up the line, and alike in the building. I'm sure the Principal will discuss it thoroughly with their department chairman, and then the department chairman recommends to the Principal and the Principal recommends to me, and I guess, I more or less inform the Personnel Office to contact them for em-
[9] ployment to see if they want a position or to accept the position, and then if they do, it would then be referred to the Superintendent for approval of salary, and on to the Board.

Q. What I'm getting at is when Mr. Hord sets up interviews. Do you screen any of these people out before sending them on to the Principal?

A. No. Every applicant, unless they choose not to goes after the information I have given them, when I inform them of certain things that we will expect, for example, if it's a mathematical position, we will tell them that we will expect them to be a person that is qualified to teach mathematics through the twelfth grade to teach in the secondary schools, and basically when they see what the position is, or something, there will be a very rare occasion when one will see not to go on through the interview, but that is their decision, not ours. We do not screen.

Q. Does Mr. Hord screen out persons?

A. Not that I know of.

Q. Is it your understanding that he simply sends you all of the applicants in a given field, or tried to arrange interviews for applicants in a given field.

A. Within the constraint of numbers. In other words, I know that he has more applicants than I am requesting, and I would assume that he would logically work from

the most recent ap-
[10] plicants he has.

Q. Well, if you were to give him a certain number of applicants that you would wish to have present for interviews, do you know how he would go about selecting those applicants out of the total number that he does have?

A. From my observation, from my office to his office, the secretary would contact by telephone or letter the most recent applicants, up to, as she works through them, the number until we have, if it's thirty I said is the limitation, and they contact them and bring them in, that it might not be just one position.

Q. Does Mr. Hord screen on the basis of qualification at all?

A. No, not that I am aware of.

Q. Now, how do you determine the number of people that you would wish to have present and interviewed?

A. It is based on our experience interviewing people, and the amount of time we want to spend with them, or we'd like them to spend with us. We know about how many we can interview, and also the number of vacancies there is. No point in our interviewing four or five hundred applicants for say ten positions. We just won't do it. You'll find, and our experience has been, that we'll find the well qualified applicant in the interviews, but we just haven't got the time to interview all the people that apply.

[11] Q. Could you give me an average of how many persons you would have interviewed for a particular vacancy?

A. No, I couldn't.

Q. That would simply vary from time to time?

A. And the type of vacancy. Obviously, whether you're aware of it or not, there are certain fields that (I hate to use this term, but as some people say, they

nearly get to be a dime a dozen) is that so many people qualify that have gone into this field, that it just gets voluminous.

Q. Well, you use the word, not the word but the limit, five to twenty persons a few minutes ago, I believe for the number. Would that sort of be a general guideline that you would follow as far as number of people to be interviewed for the particular vacancy or position?

A. I need to clarify. I said I would use that for a reference or something of that nature. That is to lay in one group that it would take from five or ten or twenty or thirty. Probably in the twenties or thirties is the most I would take in one large group. But there could be applicants for one position in that you see not any one group – for example, I don't ask them just to bring in applicants for mathematics field alone. We give him the total list, and say bring in as many as you can. Now there may be occasions, when in the early interview procedure in the Spring, where we take industrial arts, for example, they are

[12] very difficult to locate, and we might interview specifically for some of those areas.

Q. Which fields are the most difficult to obtain teachers for?

A. I would have to say just one field, and that is probably Industrial Arts.

Q. Which would be the easiest to obtain teachers for?

A. Well any one, but at the present time, probably Social Studies, maybe then, English, and Phys. Ed. Those fields are fairly easy, but Industrial Arts is really hard. We fill the positions, but sometimes it's harder to do or to find. There are some – .

Q. Do you ask Mr. Hord to arrange for these interviews only when vacancies exist?

A. Well, in general, but we also do it in anticipation of

vacancies that will exist during certain times of the year, and there again you will just have to accept that it's based on our knowledge, gained through experience. For example, come February or March, I'm pretty sure I can tell you certain areas I will have to interview in, because I anticipate vacancies.

Q . How do you determine whether or not you can anticipate those vacancies?

A. Based on the past turnover, and also on our budget for additional staff member. Like at this time we are developing for

[13] next near. We know there is a lot of things that go into it. We have to do some pre-enrollment evaluations for the following year to anticipate enrollments in certain subjects, which generally there are trends that have been established over the years. We had projections as enrollments. We have got that refined down to a point where with computerization, we can even do it by zip codes, and a lot of this on anticipated enrollment. We set up in a budget certain number of teachers which we will need additionally. Next year, I anticipate a five per cent enrollment increase. Well the first thing a person would think is that if you have a five per cent enrollment increase, you would need a five per cent more teachers. Now I won't hold within that general constraint as far as classroom teachers, but somewhere next year, we can't hire five per cent more teachers. No classroom space.

Q. Now, what was the reference you made to zip codes. I didn't follow it.

A. I was just giving you some examples of how we know. Kirby Jr. High School next year, which is on the near East side District, will have more growth, so I know that Kirby Jr. High School will need more teachers, so we have got that down through studies of the East, of

the growth that were made through studies of the conditions. It's just planning.

Q. Do you ask the teachers any time in the year if they will be returning for the following year?

[14] A. Yes.

Q. When would that be?

A. We have a procedure. Generally between the first couple of weeks of February that we ask teachers to indicate to us if they wish to transfer to another position, if they know of any known vacancies, and at the same time, generally in that period of time, somewhere in there, the Principal asks the teachers if they will indicate to them as soon as they know whether or not they are returning, and you don't get too good a results.

Q. Do you find out later with a little more accuracy?

A. Yes.

Q. When would that later determination be?

A. A lot of them don't let you know until the date due for the contract to end. And unfortunately, I don't know if this is meaningful, but there are people who will go off to the end of the School Year, and accept a new contract, and then resign.

Q. When is the contract due back?

A. The 15th of April, I think they have to be notified prior to the 15th of April, and they are allowed to take fifteen days, they have fifteen days from notification for their contracts to come in, but I think now there has been some adjustments to this, but generally the 15th of April.

Q. I suppose this is a matter of State Law?

A. Yes.

[15] Q. Now, at the mass interviews at which you are present, do you attempt at all to find out anything at

all about individual applicants, or is this merely a way you provide information to them?

A. In general, it's a way I provide information to them. I guess the only sense that I would find out any information about them is when I read off the list of vacancies, and then I let each one come up and say individually to which building they want to go, or buildings to interview for the position, and that would be the only way I would find out anything about them, unless they ask me a specific question. Not much.

Q. You do not make any kind of recommendation at that time, I would take it?

A. No sir.

Q. Now, other than these mass interviews, do you have any individual interviews with applicants for teaching positions?

A. For teaching positions? Yes, for example at the present time, we get an occasional resignation, or we know that we will have one, or maybe two vacancies at the semester, or maybe when there is only a vacancy, and one or two vacancies, then I would schedule them on an individual basis. But in general, it's an information type thing, as it's in a mass thing. I try to cover the same type of material. I try to give them some written information about the District, just the physical things about

[16] the District, where the buildings are located and some things of that nature, and then they get a copy of the salary schedule, a couple have had that prior to that, but always I give them those two things, and general information about the curriculum.

Q. In that sort of interview, would you make a written recommendation?

A. No sir. The recommendation always comes up

the line.

Q. Does the recommendation always go into the applicant's personnel file, or application file?

A. Yes. Now there again, it's in general as far as I know. It does, and as far as I know it does. We try to keep them all in there. There is only one place which you may have something in mind for maybe two or three, and they have interviewed for two or three buildings. There is a possiblity that one building might not catch us the application, but in general, there is one.

Q. Now who makes the initial recommendation to hire people?

A. The secondary school Department Chairman.

Q. Is this a written recommendation?

A. It comes up through the form we more or less have established that I think you have probably seen.

Q. Who makes the most important recommendation?

A. In my opinion, it's the Department Chairman, because they are the person that would work the closest with the Applicant. The one he would rely the most on.

[17] Q. Would it be possible to describe the other recommendations as relying very heavily on the Department Chairmen's recommendation or as being a type of thorough ratification, or are they?

A. I'm not sure I understand that.

Q. Are they making decisions for themselves for example, you said that the most important recommendation you thought was the Department Chairmen's. Would his recommendation generally be followed?

A. By all means. But I think in any line and staff organization that the—you're going to have to justify it to your immediate superior, and the way they generally do it in the building in most cases, the Department

Chairman and the Principal will go over it, and like we do here, on the building level, they will go through the applicants and say, this is one I am recommending, and gives some reason. And afterwards, the Principal signs a recommendation and sends it on to me, and then we go through the applications over here, then I make the recommendations on that basis to Mr. Hord's office. But you've got to understand that we will categorize them into three groups. When they finally get here, they will either be recommended for employment or for future consideration, or not recommended. Now, the reason we do that, in some cases, you contact one for employment, and say they don't choose to come, and we would go to the next person the Department Chairman feels to be the next choice.

[18] Q. Who is in on the actual interview of applicants of the building?

A. The Principals and the Assistant Principals and the Department Chairman. There is an Administrator and a Corporate Chairman, which would classify as Supervisory.

Q. Does the Assistant Principal or Principal have veto power over the recommendation to hire?

A. Well, I would assume, obviously by the authority of his position, he would have that, yes.

Q. And would you have a veto power over the Principals?

A. Yes, because they report directly to me.

Q. I take it from what you said, that normally, while such powers exist, they would not be exercised, is that right?

A. Normally, they wouldn't.

Q. Does anyone in the building, such as the Principal, the Assistant Principals or the Department Chairmen maintain any files or applicant records?

A. They're not supposed to. I don't—No, I don't think they do.

Q. Have you received any instructions as to how to carry out the employment of teachers?

A. No, other than just it's our responsibility to hire the best candidate for the position.

Q. Have you been told any specific ways to find the best
[19] kinds of teachers?

A. No sir. The procedure we use in the elementary and the secondary schools is pretty basically those that I have established myself through the years of working here, and through the consultation with my administrative people. And with the approval of course of my superiors.

Q. What instructions have you given the Principals, Assistant Principals and the Corporate Chairmen as to how to go about hiring teachers?

A. That, as a result of their interviews that I want them to recommend to us the person that specifically fits that position best in their opinion. The best person for that position.

Q. Have you given them any instructions on how specifically to identify the best person for the job?

A. I think it's more or less understood that we have a curriculum, and it's a pretty formally established curriculum, and each course has a curriculum, and the Corporate Chairmen knows what they're trying to teach there, and there are certain things in that nature they look for, and then there is a lot of intangible things they have to look at. The Department Chairman has to evaluate that person from his whole department as a team, and as these things are rather intangible, but we think they do them competently. As far as any specific written or any instructions like that, No.

* * *

[23] Q. Now you said that there were three types of recommendations that could be made, and I think you elaborated somewhat on some of those, were a recommendation for employment, a recommendation that the application be held for future consideration, and a
[24] recommendation against employment. Could you explain a little further on how you would determine whether or not to recommend for employment, as opposed to recommend holding for future consideration?

MR. ENS: Objection to this particular point. I don't think that it's ever been stated that these are his recommendations, merely that these are the recommendations that come to him.

Q. Right. How would it be determined?

A. Well, some cases after an interview is obviously determined, that a person, although it may have appeared first on paper that they were qualified. You find out that they are not. We—say for example, on their application that they are qualified to teach a subject, and they aren't. In a case like, say Home Economics, for example. They would say that they are Home Economics Teachers, but they are not Vocational Home Economics Teachers, and they have to be in Hazelwood. Well, we may not discover this until we go in and talk about this. Their training is general, and that could be one thing you find out, that a person doesn't have a Certificate. Now these are paper things in a lot of intangible things, voice, articulation, personal things or intangible things. And people see that this person won't work out, and they won't recommend, they don't want them under any circumstances.

* * *

[25] A. And not be given any future consideration.

Q. Well, what I'm trying to get at is how you determine whether a person should be held for future consideration, as opposed to being recommended at the time.

A. Well, there again, I think it's just a personal judgment thing. If the Department Chairman they have talked with, this person, the things they have said about their training, their enthusiasm to teach this particular subject, they have looked at maybe ten applications, and they have two positions, and they say, gee I'd like to hire six of these people. Now, these two people stand out, so we'll take those. If we have any other positions, I would be happy to employ any of these other folks. It's a personal and tangible thing.

Q. What do the people at the building, the Principal, the Assistant Principals, and the Department Chairmen attempt to find out during the interview?

A. Oh, I think a lot depends on the person that is doing the interviewing. It would be hard for me to say what every person asks. There again, I think the main things they look at are intangible things, such as they see in the classroom. That is important to them as a teacher, and I just can't say what they would do.

Q. So I take it from what you are saying is that there wouldn't be any set standards as to whether or not to offer a

[26] person a job after the interview. Is that correct?

A. No. Now I wouldn't know where there are such standards available, if you are speaking of it objectively.

Q. Well, are there subjective standards also?

A. No, our intangibles are personal.

Q. What would they be?

A. My gosh. You could list many. I mentioned some, voice articulation, attitude that the person might

detect towards kids, towards teaching. You could just go on and on, and say that I might see or you might see some things different from me, and you and I are sitting across the table from each other, and you shake hands with each other. You can begin to evaluate things the way you grab a man's hand, tells me something, and from that point on I begin to look at you from a personal point of view.

* * *

[28] Q. Does Hazelwood always prefer a Master's Degree over a Bachelor's Degree?

A. You know that is an interesting point, and the answer to that is "No." We are still, again after you make the entry on the basis of the fact that they are Certificated, that is as far as paper qualifications go. Then it gets to be who they evaluate the best person to fill the position on intangibles.

Q. Would it also be true on experience that there would be no necessary preference for more experience over less experience?

A. Depending on the successfulness of that experience, after we have checked with the previous job. But I don't think after you get into certain intangible areas that six years of experience will get you in the door any faster than two.

Q. Is there any preference given by Hazelwood, to persons referred by District Personnel or residents of the District?

A. As far as I am concerned, not particularly. Now, see there is various—are you talking about interview or hiring?

Q. Well, either.

A. I would hope not.

Q. Is there any preference for students completing their student teaching in Hazelwood?

A. I think we're getting on some areas, that you're on intangibles again. Because you have known—for example, a kid that went to high school, I have known some kids that went to

[29] High School, and I know their background, and I know an awful lot more about them. Again in these intangible areas, and I know somebody who comes in for an interview, on that basis, they could probably get employed, because we know a little more about our products, and we also know that on the basis of a person who has student taught, we have had a better chance to evaluate them on the line. So, I think that my answer would be, if they have been a very successful student teacher, we would employ them, if we had a position, because we know what they could do.

* * *

[58] Q. Now, referring to Mr. Burroughs a few moments ago, do you recall whether there were—well, let me withdraw that and ask you, instead, do you recall when the first black faculty member was employed by Hazelwood?

A. The only thing I can recall, factual, is when it was done in the secondary school and I was involved in that.

Q. When was that?

A. Whenever Mrs. Davis at Hazelwood West was employed. Now, this isn't the first one that was ever offered employment. She was the first one that accepted employment.

Q. How many had been offered employment?

A. I don't know.

[59] Q. You said you didn't recall which particular year she came?

A. No I don't, but she has been here for a few years.

Q. Do you have any idea why no black faculty members were employed prior to her?

A. They either weren't the best qualified candidates for the position in our opinion or they didn't choose to seek employment in this district.

* * *

Q. Do you know where Hazelwood generally gets it's teachers from, what geographic area?

A. Oh, I think, logically, they would come from the schools, the colleges and universities in the somewhat immediate area, but I don't think this is just due to the supply and availability, but we have gotten teachers and get them from everywhere. By that I mean, we get them from a lot of places. Generally, we have them from the state college, what used to be, now I guess it's University. Your in a state college or university district like this area it's pretty well guided between the South East Missouri at the Cape and North East Missouri of Kirksville. The two universities always supply teachers locally. You have

[60] got your other colleges in the area; Lindenwood and Webster.

* * *

[2] CLIFFORD RUSSELL KIRBY, SR.

being first duly sworn to tell the truth, the whole truth and nothing but the truth, was examined and testified as follows:

DIRECT EXAMINATION

BY MR. OLESON:

Q. Will you state your name, address and race, please.

A. Clifford Russell Kirby, Sr., 1001 Cherry Hill Drive,

Sun City Center, Florida My race is Caucasian.

Q. What are you doing at the present time for employment?

A. I am a classroom teacher for the Board of Public Instruction, Hillsborough County, at Ruskin, Florida.

Q. On what date were you first employed by the Hazelwood School District?

A. The exact date I don't remember. It was sometime late in the winter or early spring of 1953. I didn't officially go to work until July 1, 1953.

Q. In what capacity were you first employed?

[3] A. Superintendent of Schools.

Q. And how long did you remain Superintendent?

A. I remained Superintendent of Schools until the last day of June, 1967.

Q. And that is the only position you have held with the Hazelwood School District?

A. That is all.

* * *

[32] Q. In the early days what was the geographic

[33] area from which you generally recruited your teachers?

A. From the St. Louis colleges and universities, the State schools, Central College at Fayette, Lindenwood at St. Charles, and that was it I never went to the east side because I couldn't meet Illinois salaries.

Q. Could you give me all the names?

A. Fontbanne College, St. Louis University Washington University, Harris Teachers College, Southeast Missouri State University, Central Missouri State University and the University of Missouri. This was prior to Mr. Hord's time.

* * *

[36] Q. Did you ever recruit at Lincoln University?

A. I never did recruit at Lincoln University.

Q. For what reason?

A. In the early years of my superintendency that was a Negro university.

* * *

[38] Q. In terms of the changes or anything like that, did you ever advertise for teachers?

A. Yes, sir.

Q. All decisions concerning advertising would generally come across your desk?

A. Yes.

* * *

[59] MR. OLESON: I would like to introduce this as our Exhibit No. 1.

* * *

Q. Would you read the advertisement right here?

A. Yes, I have read it.

Q. Were you aware that this ad was placed on June 17, 1962, in the Clarion Ledger of the

[60] Jackson Daily News?

A. I was aware that we placed ads in several different newspapers in states where we normally did not recruit. I don't recall all of the newspapers. I do recall this one because of this incident here.

Q. Do you recall which other newspapers you put your advertising in?

A. No, I can't.

* * *

MR. ENS: What newspaper was that?

THE WITNESS: Jackson, Mississippi, I think.

MR. ENS: The Clarion Ledger of the Jackson Daily News, Jackson, Mississippi?

BY MR. OLESON:

Q. Would you please read the ad for the purpose of

the record?

THE WITNESS: (Reading) "Teaching

[61] Opprotunity! Kindergarten and Elementary teachers (white only) needed in one of the most rapidly growing, high respected School District in America. School District of Hazelwood is located in suburban area of St. Louis County. Schedule ranges from $4,600 with AB Degree (no experience) to $8,620, depending upon exprience. MA Degrees range to $9,570, with experience. Clifford R. Kirby, Superintendent, the School District of Hazelwood, Box G-Hazelwood (St. Louis County) Mo. Sherwood 1-6404-Area Code 314."

MR. ENS: Is that identified by a date?

THE WITNESS: That is identified as the Clarion Ledger Jackson Daily News, Sunday, June 17, 1962, Section B.

BY MR. OLESON:

Q. Do you recall this advertisement coming across your desk prior to being sent to the newspaper?

A. I am reasonably certain that it did. I suspect that the Public Relations individual handled this. We retained about this time, somewhere along in here, a public relations consultant firm,

[62] and I suspect that he wrote this ad because I see some non-teacher nomencalture in there. I don't think I would have written in that way, but there is certainly something in there that I wouldn't have had if I had sent it out.

Q. What is that?

A. "White only," and I don't believe that he did. In fact, I think the evidence in the record of the school district will show that that "white only" was not prescribed by us. The Civil Rights group in Missouri, the State Commission, has a full record on that.

EXAMINATION

BY MR. BELL:

Q. To what evidence are you referrring?

A. This ad here.

Q. I mean could you describe the evidence you are referring to?

A. Somebody evidently sent this to this group. I probably have their name wrong, the Missouri group, and they wrote me about it. I turned it over to my attorney, Mr. Russell.

Q. You said it came across your desk prior to publication?

A. I am certain it did.

[63] Q. In that form?

A. No, not in that form. I would not send anything out as "white only," not after 1954.

Q. How did the "white only" part get into the ad?

MR. ENS: I will object to this. That calls for speculation and conjecture on the part of the witness.

BY MR. BELL:

Q. Do you know or have any information how that got into the ad?

A. No, I have no information.

Q. Who was your Public Relations Officer?

A. Gregory Franzwa. I don't know for sure that he even wrote that. I don't recall all the circumstances on this.

* * *

[64] Q. This is a deposition taken from Superintendent McDonald at 9:00 o'clock in the morning until 3:00 o'clock in the afternoon on December 2, 1973. I would like to read to you from pages 66 and 67.

"Q. This was a newspaper dated June 17, 1962.

What was your position at that time?

"A. Assistant Superintendent.

"Q. Do you know anything at the time, or shortly thereafter, about the advertisement?

"A. No.

"Q. When did you first hear of the advertisement?

"A. It came to my attention when the school district was contacted by, I believe it was, the Missouri Commission of Human Rights, or some agency like that

"A. Well, has it come to your attention, in the course of your duties with the Hazelwood
[65] School District, that such an advertisement was placed by the Hazelwood School District?

"A. That was placed by the Superintendent's Office."

What would you have to say? He seems to be indicating that it had to have been through the Superintendent's Office. Your own prior testimony indicates that–

MR. ENS: I will object to this. It is improper questioning to have him comment upon the testimony of another witness. Each witness is free to testify as to his best recollection, and it is up to the Judge to decide the qualifications of the witness or the veracity.

BY MR. OLESON:

Q. Was that testimony accurate that I just read to you?

A. Yes.

* * *

[66] A. What was that?

Q. Did you ever advertise for teachers at all other than this advertisement?

A. Oh, yes.

Q. Do you have any idea when and in what newspapers?

A. I don't recall when, but we advertised in the metropolitan newspapers of St. Louis several different times. I don't recall how many or when, but that was common practice in those days.

Q. Did you ever advertise outside of metropolitan St. Louis for teachers?

A. Yes.

* * *

[3] DR. CLARENCE O. McDONALD

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, The United States of America, deposeth and saith

DIRECT EXAMINATION

BY MR. BELL:

Q. Would you state your name, address, and your race for the record, sir?

A. Clarence O. McDonald, 129 South Barat, Ferguson, Missouri.

Q. What is your race, for the record, sir?

A. Caucasian.

Q. On what date were you first employed by Hazelwood?

A. I began work on September first, I guess it was, in 1953.

Q. In what capacity was that?

A. High School Principal.

Q. And when did you change to another capacity?

A. July 11, 1959.

[4] Q. What position did you assume then?

A. Assistant Superintendent.

Q. How long were you Assistant Superintendent?

A. Until July 1, 1967.

Q. And what was your position after July 1, 1967?

A. Superintendent of Schools.

* * *

[17] Q. Would an applicant have to have an interview with the building principal in order to be employed as a teacher?

A. Yes.

Q. Would the building principals make a recommendation to hire?

A. Yes.

* * *

[18] Q. What instructions have the building principals received as to how to employ teachers?

A. To employ the most competent person available for the particular position they have under question, or to recommend employment for the position.

* * *

[36] Q. Of the applicants interviewed, how does Hazelwood
[37] select which ones are to be hired?

A. Upon the recommendations of the building principals and the coordinators of either elementary education or secondary

Q. And how – what criteria would the building principals and the coordinators use to make that decision?

A. There are no criterion, other than competency for the particular position.

* * *

[40] Q. Has Hazelwood ever developed any written policies or standards for interviewing for employing teachers?

A. No. standards

MR. RUSSELL: What did you say?

THE WITNESS: No. standards.

Q. Any particular reason why the district has not?

A. We described to the philosophy that the person most directly involved, which in this case is the principal, should have the lee-way to employ the most competent people that he knows of or that he can find for the position.

Q. Has Hazelwood ever conducted any analysis of the various teaching jobs to see what qualifications should be required for each one?

A. No.

Q. Has Hazelwood ever conducted any studies to make sure that it's practices, procedures and standards result in the employment of the best qualified teachers.

A. We have no standards, but we have not conducted any studies along this line.

* * *

[65] Q. I hand you a document which I would like to introduce as Government's Deposition Exhibit Number Five.

MR. RUSSELL: Number Five?

MR. BELL: Yes, sir. Which purports to be a Xerox copy of an advertisement and it is of the Clarion Ledger, Jackson Daily News for Sunday June 17, 1962 and specifically referring to an advertisement called teaching opportunity and the advertisement says, Kindergarten and Elementary teachers (white only) needed in one of the most rapidly growing, high respected School Districts in America. School District of Hazelwood is located in suburban area of St. Louis County. Schedule ranges from $4,600 with AB degree (no experience) to $8,620, depending upon experience. MA degrees range to $9,570, with experience. And at the bottom is stated, Clifford R. Kirby, Superintendent in the School District of Hazelwood, Box G - Hazelwood, St. Louis, Missouri. And, I'd like to show you this advertisement and ask you whether

this was an advertisement placed
[66] by the Hazelwood district?

MR. RUSSELL: May I see that please?

MR. BELL: Yes, sir.

Q. Could you tell us whether or not that is an ad that the Hazelwood District placed?

A. I could not.

Q. Do you know how it is that it got into that paper?

A. No, I do not.

Q. Do you have any knowledge at all of that ad or anything concerning it?

A. Only as a result of your inquiry for information.

Q. This was the newspaper – it was dated June 17, '62. What was your position at that time?

A. Assistant Superintendent.

Q. Do you know anything at the time or shortly thereafter about the advertisement?

A. No.

Q. When did you first hear of the advertisement?

A. It came to my attention when the school district was contacted by, I believe it was, Missouri Commission of Human Rights or some agency like that, Missouri Commission on Human Rights.

Q. Well, has it come to your attention in the course of your duties as with the Hazelwood school district that such
[67] an advertisement was placed by the Hazelwood School District?

A. This was placed by the superintendent's office.

* * *

[170] RICHARD NEGRI

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, United States of America, deposeth and saith:

DIRECT EXAMINATION

BY MR. BELL:

Q. Would you state your name, address and race for the record, sir?

A. Richard Negri, 2008 Claudeen Drive, St. Louis, 63118, white.

* * *

A. In 1953 I graduated from Arkansas State College and taught three years at Patton, Missouri, social studies,
[171] seventh through twelfth grades; Hazelwood in '56, social studies, seventh through twelfth grades until 1961. In 1961 director of student activities in Hazelwood Junior High, 1965 assistant principal at Kirby, '67 principal at Kirby.

Q. And that is your present position, correct?

A. Yes.

Q. Could you describe your present duties generally?

A. An instructional leader at Kirby Junior High School.

Q. And you are in charge of all the personnel in that building?

A. Yes.

Q. Who would your superiors be?

A. Mr. Huss, my immediate superior, and then Dr. Lawson and then Dr. McDonald.

Q. Would you describe your present duties with respect to the employment of teachers?

A. I don't understand the question.

Q. Do you have any responsibility with respect to the employment of teachers?

A. Yes, I do.

Q. Would you describe them?

A. We start at the beginning of October, or November, or December with the particular enrollment of the next school year. The department chairmen are aware

of these figures, they

[172] decide how many new teachers they are going to add to the faculty, this is authorized by me, I fill out an employment record for Mr. Huss and turn this in so our needs for the next year–and then from Mr. Huss–he takes these needs and turns them over to Mr. Hord and Mr. Hord at the personnel director's office secures applicants and candidates for the varous positions, then Mr. Huss arranges the dates for us to interview the candidates. The candidates come to the building on the dates and times arranged, then with Mr. Huss they come to the office and they are interviewed by me first, then the assistant principal in charge of a particular department. We have three assistant principals and each one are assigned three different departments. After they talk to the assistant principal in charge of that department they are channeled through the department chairman and the department chairman interviews them and they come back and talk to me.

Q. What happens after that?

A. If they are going to another building they take their application with them. If I am the last principal they have seen that day, there is a possiblity they could go to Hazelwood West, or Hazelwood Junior High and stop at Kirby last. If I am the last they leave the application with me. I consult with the principals and we make our recommendation.

Q. That is a written recommendation?

[173] A. Yes, we put them in the categories we recommend the candidate for the position, we put them on hold, or not recommend for the position and then this is taken to Mr. Huss and the principals meet as a group and go over the application.

Q. Why on hold instead of recommendation?

A. In certain cases we feel another individual more qualified for a position and we feel if this individual does not take the position we could go to the hold position.

Q. So, I take it from what you said, the personnel office, rather than you selects the person to be interviewed, is that correct?

A. Yes.

Q. However, you do interview the teacher applicants?

A. All candidates.

Q. Have your recommendations as to who should be employed always been followed?

A. Yes.

Q. What do the department chairmen do, do they make a recommendation to you in writing?

A. Yes.

Q. You are in the position of reviewing that recommendation?

A. Yes.

Q. Have you ever vetoed a recommendation of a

[174] department chairman?

A. Yes.

Q. What instructions have you received from your superiors with respect to employment?

A. To always try to hire the best qualified person for the position.

Q. Have they explained to you what is meant by best qualified?

A. It's a feeling that a principal has, when he has been in charge of a building, we don't have a barometer to set someone up by.

Q. This would not be something specific they ex-

plained to you?

A. No.

Q. What instructions have you given your subordinates, such as the department chairmen, or the assistant principals?

A. Select the best person for the position.

Q. Have you explained to them how to go about that specifically?

A. Just told them to use their usual common sense.

* * *

[183] Q. What training have you had in interviewing and personnel selection?

A. Taking courses in college and then we have had meetings with the department chairmen and assistant principals and Mr. Huss, work shops, and Mr. Hord and attorney Russell at one time.

Q. What courses does that training include? You were speaking of college courses.

A. Personnel management, educational administration

[184] courses.

Q. What work shops have you had?

A. We have had work shops here in the district, internal work shops.

Q. How many have you attended?

A. All of them.

Q. How many has that been?

A. I can't remember offhand how many.

Q. In your college courses you specifically studied interviewing for faculty positions?

A. Yes.

Q. What are the minimum standards you require for the employment of teachers?

A. Bachelor's Degree and certification by the State of Missouri Department of Education.

Q. Any others?

A. No.

* * *

[157] RICHARD SELBY

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, United States of America, deposeth and saith:

DIRECT EXAMINATION

BY MR. BELL:

Q. Would you state your name, address and race for the record, sir?

A. Richard Selby, 12332 Hudson Road, St. Louis, Missouri, Caucasian.

* * *

[159] A. And I am still principal at the Black Jack Elementary School.

Q. I take it your duties as principal would be to be in charge of the total program at Black Jack?

A. Yes.

Q. And your subordinates would be all the professional personnel there, is that correct?

A. Yes, that is correct.

Q. Do you have any responsibilities with respect to the employment of teachers?

A. Yes.

* * *

[161] Q. Do you interview teacher applicants for positions?

A. Yes.

Q. Is there anyone else in your school that does that with you?

A. Yes, with me, the instructional specialist and the grade chairman, where the position—where the vacancy exists, if the grade chairman is available. I have only done this for the last two years prior to that I did the

interviewing by myself.

Q. And the instructional specialist and grade chairman would only interview with you in your presence?

A. That is right, they do not interview without me being there.

Q. It's your responsibility rather than theirs to make the recommendations as to employment?

A. That is right.

* * *

[165] Q. What are minimum standards that you require for employment in addition to the state certification standards?

A. I don't know, like I say, I have a minimum standards as such that could always be followed.

Q. Are there any particular qualifications that you look for?

[166] A. Yes.

Q. And what are they?

A. My impressions of her ability or his ability to perform the functions of a teacher and that would be based on my impressions in the interview, the recommendations that they list and, of course, the kind of recommendation I get from those people when I contact them.

Q. Do you always contact them prior to offering a position?

A. Most always, yes.

Q. Anything else you look for?

A. Yes, their attitude toward people in general, especially toward children. I am more concerned about the kind of approach, whether it is a humane approach or whether it is a subject matter approach.

Q. How would you define that?

A. There are some teachers that talk about, I am going to teach a subject, and that is it; and there are some that say, I want to work with the children, that

makes two different approaches.

Q. Which of those would you prefer?

A. A teacher that wants to work with children.

* * *

MACK SMYTHE

[4] MR. MACK SMYTHE, after being duly sworn by Mrs. Sue K. Richmond, Notary Public in and for Hinds County, Mississippi, testified as follows:

DIRECT EXAMINATION

BY MR. OLESON:

Q. What is your name and address?

A. My name is Mack, M-a-c-k, S-m-y-t-h-e, Smythe.

Q. What's your address?

A. Business or residence?

Q. Why don't you give us both addresses.

A. My residence is 1126 St. Ann Street; my business address is Mississippi Publishers Corporation, Jackson, Mississippi.

Q. Could you describe your present position and your duties, please?

A. Advertising Director of both newspapers. I direct the Advertising Departments of these newspapers.

Q. Could you name the newspapers, please?

A. Clarion Ledger in the morning; Jackson Daily News, afternoon.

Q. What precisely are your duties?

A. The direction of the Advertising Department, personnel and policies.

Q. How long have you been in this position?

[5] A. Oh, about 25 years.

* * *

[15] Q. Was the "whites only" portion of the advertisement inserted by the newspaper or was it run as sent to you by the Hazlewood School District?

* * *

A. We try to publish copy as presented and never under any circumstance alter copy without the acknowledgement of the sender or originator.

Q. And that is a policy you've always followed?

[16] A. Always followed.

Q. Under no circumstances would you ever deviate from it?

A. No.

* * *

PLAINTIFF'S EXHIBIT NO. 1

Defendant's Exh. #1
Mack Wingfield
5-19-72

B The Clarion-Ledger JACKSON DAILY NEWS
JACKSON 5 Sunday, June 17, 1962

Wanted - Male, Female 48 | Wanted - Male, Female 48

TEACHING OPPORTUNITY!

Kindergarten and Elementary teachers (white only) needed in one of most rapidly growing, high reputed School Districts in Arcadia. School District of Hazelwood is located in suburban area of St. Louis County. Schedule ranges from $4,600 with AB degree (no experience) to $8,620, depending upon experience. MA degrees range to $9,570, with experience.

Clifford R. Kirby, Superintendent
THE SCHOOL DISTRICT OF HAZELWOOD
Box G—Hazelwood (St. Louis County,) Mo.
Sherwood 1-6404—Area Code 314

DEFENDANTS' EXHIBIT A

Dept Exhibit A
Mack Hughes
1-15-74

PROOF OF PUBLICATION

Attached is a clipping of your classified ad which was inserted according to instructions in

Classification [illegible] in Our Issue Of [illegible]

TEACHING OPPORTUNITY!

Kindergarten and Elementary teachers needed in one of most rapidly growing, highly respected School Districts in America. School District of Hazelwood is located in suburban area of St. Louis County. Schedule ranges from $4,600 with AB degree (no experience) to $8,850 depending upon experience. MA degrees range to $9,550, with experience.

Clifford B. Kirby, *Superintendent*

THE SCHOOL DISTRICT OF HAZELWOOD

Box 6—Hazelwood (St. Louis County), Mo.

Sherwood 1-6464—Area Code 314

You may be sure we appreciate your business and look forward to the opportunity of serving you again soon

Walter E. Wood
Mgr. Classified Advertising

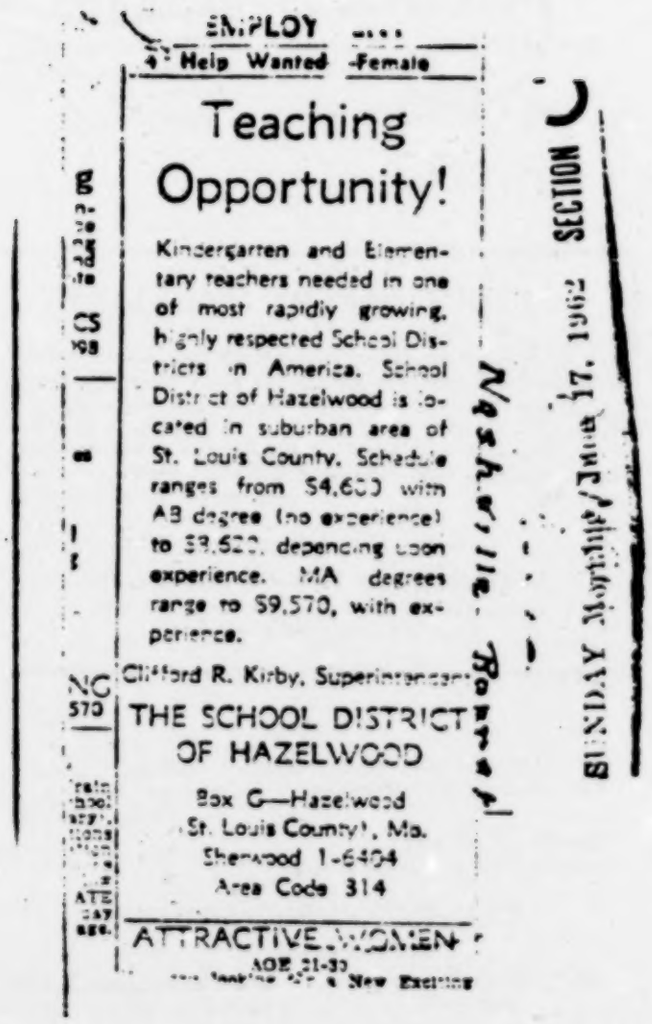
MEMPHIS PUBLISHING CO.
Publishers of
The Commercial Appeal *Morning and Sunday* Memphis Press-Scimitar *Evening*

Form 182-51 7-62

Board of Education
Hazelwood,
Missouri

DEFENDANTS' EXHIBIT C

Exhibit C
3-15-72
Mack Dougan


EMPLOY ....
4 Help Wanted -Female

Teaching Opportunity!

Kindergarten and Elementary teachers needed in one of most rapidly growing, highly respected School Districts in America. School District of Hazelwood is located in suburban area of St. Louis County. Schedule ranges from $4,600 with AB degree (no experience) to $9,620, depending upon experience. MA degrees range to $9,570, with experience.

Clifford R. Kirby, Superintendent

THE SCHOOL DISTRICT OF HAZELWOOD

Box G—Hazelwood
St. Louis County, Mo.
Sherwood 1-6404
Area Code 314

ATTRACTIVE WOMEN
AGE 21-33

Nashville Banner
SUNDAY Morning/June 17, 1962 SECTION

[4] EMMETT SUTTON

MR. EMMETT SUTTON, after being duly sworn by Mrs. Sue K. Richmond, Notary Public in and for Hinds County, Mississippi, testified as follows:

DIRECT EXAMINATION

BY MR. OLESON:

Q. Would you give us your name, your business address and your home address, please?

A. Emmett C. Sutton, 3761 Northview Drive, Clarion Ledger – Jackson Daily News, 311 East Pearl.

Q. Would you please describe your present position and duties?

A. Classified Advertising Manager of the Classified Department for both papers, morning and evening edition.

Q. How long have you been in this position?

A. Approximately 25 years.

Q. Would you describe your duties in 1962 regarding classified advertising?

A. Handling advertisements over the telephone, through the mail, through the front counter, and whatever.

* * *

[8] Q. Was this advertisement run in the same words as it was received from the Hazelwood School District?

* * *

A. I wouldn't know whether that is the exact one or not. I'm reading just what's in the paper.

Q. As a matter of the policy of the newspaper, would you ever have changed an advertisement yourself?

A. No.

* * *

[9] Q. Was the policy of the newspaper always to print advertising in the exact words in which it was received?

* * *

A. We make no changes in the copy.

* * *

[11] Q. Was that advertisement placed as it was received?

* * *

I object to that as calling for a conclusion.

A. As far as I know. I wouldn't know.

* * *

[3] RAYMOND WEAVER

of lawful age, being produced, sworn and examined in behalf of the Plaintiff, United States of America, deposeth and saith:

DIRECT EXAMINATION

BY MR. BELL:

Q. Would you state your name, address and race for the record, sir?

A. Raymond Weaver, white, 10317 Lilac Drive, St. Louis 63037, Missouri.

* * *

[4] Q. In what capacity did you first come to Hazelwood?

A. As a teacher, sixth grade.

Q. What positions did you hold after the sixth grade position?

A. Principal.

[5] Q. And what year did you become principal?

A. 1962.

Q. Of what school?

A. Charbonier.

Q. Is that your present position?

A. Yes, sir.

* * *

[7] Q. Do you recall ever interviewing any black applicants

[8] for professional positions?

A. Yes, sir.

Q. Could you give me their names?

Q. I am not certain what their name is, one I think is

Ellis.

Q. Would that be Beverly Ellis?

A. I don't know what her given name, Christian name is.

Q. Any others that you can recall?

A. No, not their names.

Q. I would like to show you some names on page 12 and at appendix one of the Government's answers to defendant's interrogatories and ask you whether you have seen any of these names before and if so if you would tell me which names you have seen before and when you first saw them. First of all, the names on page 12.

A. I don't recall those people.

Q. You are referring to page 12? Is that correct?

A. Right.

Q. Would you look at the four pages of appendix one?

A. I do not recall for sure whether this was the Ellis that I am speaking of or not. I just don't recall.

Q. You are referring to Beverly Ellis on the first page of appendix one, is that correct?

A. I am not sure of her name, but it seems to me I did

[9] interview her. My office was broken into and my records were all messed up and destroyed. I had a problem there. Well, I may have seen –

MR. RUSSELL: There are four pages of that.

A. Oh, there is four pages. I recall interviewing two people and two colored people is all I ever recall. One was under contract at the time.

Q. Do you recall whether that was Beverly Ellis?

A. No, I don't recall. No, it wasn't. She was working for the City of St. Louis whenever I – As I recall at that time.

Q. When you interviewed the applicant whose last name was Ellis, was that for the '72 - '73 school year?

A. I don't recall, I don't recall.

Q. With respect to the person you are speaking of, did you recommend her for employment?

A. No, I didn't.

Q. For what reasons?

A. She just didn't fit any of the descriptions. And, her records in St. Louis – she taught at different schools each year most of the time.

Q. And how many different schools do you recall?

A. I don't recall.

Q. Have you ever had occasion to hire anyone who has

[10] taught at a number of different schools before?

A. I don't recall. I assume that I have had the chance, but I don't recall anyone.

Q. Any other reasons, excuse me.

A. Go ahead, I am just trying to think.

Q. Are there any other reasons you can point to that you did not recommend the applicant named Ellis that you are referring to for employment?

A. Well, I asked her all kinds of questions about the teaching situation and she didn't respond to the questions. She was very slow in responding to anything and I tried to get her to respond to different types of leading questions.

Q. Do you have any ideas of the types of questions you are talking about?

Q. Well, the type of classroom that she conducted pertaining to discipline, anything along these lines. Whether she could inspire children or not, whether she was creative in her teaching and such as that.

Q. What qualifications do you believe a teacher should have to be employed?

A. Well, honesty and vitality, good health, she should have an ability to inspire children, character strong, will-

ing to accept criticism, constructive criticism and be part of the total working force for the betterment of children.

[11] Q. Any others that you can think of?

A. Oh, there is many others. I am always willing for – but those are the very foremost ones, especially in the inspiration of the children and leadership of children.

Q. These are things that you attempt to measure during the personal interview of the applicant?

A. Those are some of the things.

* * *

C. Testimony at Trial

[108] ROBERT W. HOWELL

called as a witness for the plaintiff, being first duly sworn, testified as follows:

DIRECT EXAMINATION

[109] QUESTIONS BY MR. BELL:

Q. Would you state your name for the record, sir?

A. Robert W. Howell. My name is Robert W. Howell.

Q. And your address?

A. 898 Alanson Drive, University City, Missouri.

Q. What is your race?

A. Black American.

Q. Did you ever apply to the Hazelwood School District for a teaching position?

A. Yes, I did.

Q. I would like to show you Plaintiff's Exhibit No. 21 and ask you to review that and tell me whether it is a copy of your application to the Hazelwood School District?

A. Yes, it is. This is the second one.

Q. Is the information in the application correct?

A. Yes.

Q. Did you ever file any other applications other than that one with the Hazelwood School District?

A. Yes, my first application was in 1971, right at the end of my teaching at Hazelwood Senior High School.

Q. What time of the year was that?

A. May, May '71.

Q. Were you ever offered a teaching position by the Hazelwood School District after you filed your application, that is, after either of your applications?

[110] A. Not directly, no. After the first one, I was more or less led to believe, if an opening was available in the field of social studies that I would be greatly considered because certain individuals liked the way I handled students, like the rapport that I established with the students during the February term.

MR. ENS: I object. These statements are self-serving.

THE COURT: Sustained, unless you establish who said it.

Q. (BY MR. BELL) Who said that?

A. The first one was my co-operator, my co-operating teacher, Mr. Frank Waddell, W-a-d-d-e-l-l, Frank Waddell.

Q. And who else told you these things?

A. I believe I spoke with Mr. Salada out there.

Q. Spell that.

A. I believe he spells it S-a-l-a-d-a, but I am not too sure about the way he spells his name.

Q. Were you ever offered a teaching position by the Hazelwood School District?

A. No.

Q. Did you receive any scholarship or awards while you were in college?

A. Yes.

MR. RUSSELL: I object to that as immaterial.

THE COURT: Overruled.

THE WITNESS: I received a two thousand dollar scholarship from the Missouri Law Enforcement Assistance

[111] Council.

Q. (BY MR. BELL) Why were you given that scholarship?

MR. ENS: I object to that as immaterial.

THE COURT: Oh, I will let him answer unless somebody was told about it, then it would be hearsay, but if it will save time, let him answer.

THE WITNESS: I was chosen from the economics department to do a study of the Missouri field in the juvenile justice system, in the St. Louis County area. I was chosen from a wide variety of people in the University of Missouri at St. Louis.

Q. Was that based on your academic accomplishment?

A. Grades in economics.

THE COURT: Is that grades and economics or grades in economics?

THE WITNESS: Grades in economics.

Q. (BY MR. BELL) Did you ever communicate the fact of that scholarship to the Hazelwood School District?

A. Yes, they knew it.

Q. Do you recall whom you communicated it to?

A. Just about everyone that I came in contact with.

THE COURT: Mr. Witness, I am sitting within three feet of you and I cannot understand what you're saying. You are mumbling.

[112] THE WITNESS: I told everyone I spoke with at the school in regard to their showing an interest in me, like the person I mentioned before, Mr. Salada, and especially Mr. Waddell.

Q. (BY MR. BELL) You previously said you did your student teaching in the Hazelwood School District. At which school?

A. The senior high. At that time it was just one building.

Q. Do you recall whether there were any other black

student teachers there when you were doing your student teaching?

A. Not to my knowledge. I didn't see any.

Q. Have you taken any additional courses beyond your Bachelor's degree?

A. Yes, in May I will have twenty-one hours on my Master's degree at Webster College.

Q. When did you begin taking those courses?

A. I started in September of '71 and I was taking one course a semester.

Q. After your first application in 1971, were you ever offered an interview by the Hazelwood School District?

A. No.

Q. After your first application in 1971, did you receive any correspondence from the Hazelwood School District?

[113] A. Yes, I believe it was in October, they sent me a letter saying that there was no openings in the field of social studies, for which I had applied, and later on in December they sent me another letter stating that if I wished to renew my application the following January I could do so and if I did not do so, the application would be destroyed.

Q. After your second application to the Hazelwood School District in March 1973, were you offered an interview by the Hazelwood School District?

A. No, I wasn't offered an exact interview. The only reason I applied the second time, I was talking with my ex-cooperating teacher and he told me to go on and apply again and with that suggestion, I applied again and he said he knew there were going to be openings in the social studies department for that September.

Q. Did he tell you how many openings?

A. No, not exactly. I didn't find that out until I

returned the application in person and later on I was told by John Wright, who at that time was a department head, stating that there was exactly four or more openings.

Q. Following your application to the Hazelwood School District, what has been your employment?

A. I have been employed by the St. Louis Board of Education since September 1971 to the present.

MR. BELL: No further questions.

* * *

[114] CROSS EXAMINATION

Q. Is it not true, that in the field of teaching, social studies probably has more applicants than any other field?

MR. BELL: I don't know whether the witness knows that.

MR. ENS: I asked him if he knows.

THE WITNESS: I am told that that is a generally accepted statement every place.

Q. (BY MR. ENS) Every place?

A. Yes.

Q. Have you made any applications at any other schools other than Hazelwood?

A. Yes.

Q. Where?

A. I made one in Normandy and one in Ladue and another one, I think it was Jennings, I applied there also, I think, I am not too sure but basically, the first one was Hazelwood and I knew that school because that was where I had

[115] gotten my training, that was where I taught, where I had done my student teaching. I felt because I had done my student teaching there I would be known, otherwise I would be a name on an application.

Q. Were you employed by any of these other districts?

A. No.

Q. By whom were you employed?

A. When?

Q. At any time after you made this application?

A. Just the St. Louis Board of Education from '71 to the present.

Q. Is that the reason for the little tag you wear?

A. Yes, it is an ID badge.

Q. That is what they are using in the St. Louis school system?

A. Yes.

Q. You are still employed by them?

A. Yes.

* * *

[153] CYNTHIA EDMOND

called as a witness for the plaintiff, having been duly sworn, testified as follows:

DIRECT EXAMINATION

[154] QUESTIONS BY MR. OLESON:

Q. Would you give your name and address, please?

A. Cynthia Edmond, 1735 Chiquita Terrace.

Q. What is your race?

A. Black.

Q. Did you ever apply to the Hazelwood School District for a faculty position?

A. Yes, I did.

Q. Would you look at Government's Exhibit No. 11 and identify it, please?

A. It is my application.

Q. Is the information on it correct?

A. Yes.

Q. Were you ever offered a position by the Hazelwood School District?

A. No.

Q. What kind of Missouri certificate do you have?

A. Life.

Q. In what areas and what grades are you certified?

A. Social studies, seven through twelve.

Q. What was your grade point average at Valley State?

A. Two nine.

Q. Out of what?

A. Four.

Q. What was your average in your major?

A. Three point three.

Q. Why did you apply at Hazelwood?

A. I was living in the area and I wanted to teach

[155] in that area. We only had one car and that was my only transportation in that area.

MR. RUSSELL: We don't even know what she is talking about. We can't hear her at all.

THE COURT: Speak up. These gentlemen have to hear you.

THE WITNESS: I was living in Hazelwood. We only had one car and that was my only transportation for getting to work.

Q. After you returned your application to Hazelwood, what happened?

A. I received a letter telling me to up date my file if I wanted to remain on the list, if I wanted my application to remain on file, and later in July of last year I went down to the Board and the receptionist sent me to a lady in the back, I don't know her name, but she told me that she couldn't tell me if there was a possibility that I would be hired because there were approximately five hundred teachers on the waiting list.

Q. Did you renew your application?

A. Yes, I did.

Q. Did you have any further contact with the Hazelwood School District?

A. I got a letter from them in December, telling me to

make sure my file was up to date because they were going
[156] to or they were getting ready to interview for the next school term.

Q. How did you respond to that?

A. I sent a letter back and making sure that all my certification, my certificates and things were in.

MR. OLESON: I have no further questions.

CROSS EXAMINATION

QUESTIONS BY MR. RUSSELL:

* * *

Q. It is not dated?

A. No.

Q. The date shows at the end of your application as July 10th, 1972, isn't that correct?

A. Yes.

Q. That is the first application that you made?

A. Right.

Q. And that was during the summer vacation and positions for the ensuing year might have been filled at that time?

A. Yes.

Q. Did you understand that?

A. Yes.

Q. You understood there were no vacancies available?

A. Yes.

Q. But the district did get in touch with you and ask you to keep your application alive so that you could be
[157] interviewed at some future time?

A. Right.

Q. And your major is in social studies?

A. Right.

Q. But at the time you applied and at the time they got in touch with you the second time to keep it alive there were no positions available and you understood that?

A. Right.

* * *

[209] WILLIE J. PALMER

called as a witness for the plaintiff, having been first duly sworn, testified as follows:

DIRECT EXAMINATION

QUESTIONS BY MR. BELL:

Q. Would you state your name, please?

A. Willie J. Palmer.

Q. Your address.

A. 5201 Northwood Drive, St. Louis, Missouri.

Q. And your race?

A. Black.

Q. Did you ever apply to the Hazelwood School District for a teaching position?

A. Yes, I did.

Q. I would like to show you Plaintiff's Exhibit 31 and ask you to identify it, please.

A. Yes, sir.

Q. Is that a copy of your application?

A. Yes, it is.

Q. Were you ever offered a faculty or staff position by the Hazelwood School District?

A. No, sir, I was not.

Q. Your application indicates that you attended Stowe Teachers College from 1946 through 1950, is that correct?

A. That is correct.

Q. What was the racial composition of Stowe Teachers College when you were in attendance there?

[210] A. All black.

Q. Where was Stowe College located at that time?

A. In the City of St. Louis, at Pendleton and Cottage.

Q. Does it still exist as a school?

A. No, it does not.

Q. What happened?

A. In 1954 the Supreme Court decision outlawed integration supposedly and Harris became part of Stowe.

THE COURT: Or Stowe became a part of Harris?

THE WITNESS: Yes, Stowe became a part of Harris.

Q. (BY MR. BELL) Have you taken any additional academic courses following your graduation but prior to your application to the Hazelwood School District which are not all included in your application?

A. Yes, sir, I have.

Q. Will you describe some of those?

A. In 1965 I attended Southern Illinois University at Carbondale, taking up geography, political, and in 1966 during the fall semester I was at SIU at Edwardsville taking up tested measurements and modern math; also in 1966 I went to Carleton College in Northfield, Minnesota, where I took up geology and astronomy, and starting in 1967, through the National Science Foundation, I received a grant for the University of North Dakota at Grand Forks, North Dakota,

[211] taking up chemistry, biology, physics, geology, and calculus and in 1968 back to SIU taking courses in reading and also, taking reading certification for the State of Missouri through Harris Teachers College and in 1969 back at SIU taking up courses in mass communication and in 1971 Rochester State Junior College at Rochester, Minnesota, taking courses in mass communication and in 1971 taking up technical writing through an extension college course of the University of Minnesota, and in 1972 attending Chicago State University taking up courses in statistics.

Q. Do you recall what documents you forwarded to the Hazelwood School District? Are they all included in the application file or are there others?

A. Other than the letter I sent, I sent along a letter telling my reasons for applying and the reasons why I wanted

to come back to St. Louis and they are not here.

Q. Did you receive any grants or scholarships for any of your post degree education?

A. Yes, I received three grants, one from SIU in 1966 and one from Carleton College in Northfield, Minnesota – I received one from Carbondale in '66 – no, I think it was SIU at Carbondale in '65 and Carleton College in Northfield in '66. I think that is right, SIU at Carbondale in '65 and '66 Carleton College in Northfield, Minnesota, and '67 I spent the academic year at the University of North Dakota, '67 and '68.

[212] Q. Did you receive a grant to attend the University of North Dakota?

A. Yes, from the National Science Foundation.

Q. What other employment experience have you had outside the field of education? Have you had any professional experience?

A. Yes. In 1971, I think it was, I decided to go into the business world and I started working for IBM at Rochester, Minnesota, as an external communications specialist, editing papers for external use, outside the company, and for general conferences, co-ordinating programs on a plant wide basis, devising visual aid communications and aids to help authors write papers and special assignments in community relations. I attended classes within the plant that gave insight into the industrial world and I also had slides prepared for speakers who made external presentations. IBM has a subsidiary, which is SRA, that is, Science Research Associates, located in Chicago at 2525 East Erie, and having been in the field of education, I transferred laterally from Rochester to Chicago, Illinois, and while there, I was a co-ordinator of equating studies for pre-test of the products and I directed random sampling of all possible mixes throughout the units. I also

edited copies, or rather publications at that time and I wrote items for diagnostic tests for reading, research reading materials, and basic tests to be used in professional literature

[213] or awareness tests. These were some of my duties. I also wrote the manual for the administration of these tests while there.

THE COURT: How far did you go in the field of education? In other words, what degrees do you have?

THE WITNESS: I have a Bachelor of Arts. I didn't believe in a Master's degree. I believe in specializing in the field in which I could help kids and that applies to whatever field I have worked in and I feel I have gotten as much expertise in that field as possible while I was in it.

Q. (BY MR. BELL) Were you ever offered an interview by the Hazelwood School District?

A. No.

THE COURT: Let me ask you one question. What are you certified to teach in Missouri? What is your certification?

THE WITNESS: Well, I have had three certifications, three certificates. I have the following certifications, elementary, that is, grades K through 8; math 7 through 9; social studies 7 through 9; reading studies 1 through 12; English 1 through 12, and curriculum 7 through 9.

Q. (BY MR. BELL) Since you applied to Hazelwood, what has been your employment?

A. University City High School, as a reading specialist.

MR. BELL: Thank you. No further questions.

[214] CROSS EXAMINATION

QUESTIONS BY MR. RUSSELL:

Q. Mr. Palmer, you have quite a history, at least as you have given it to us. You do not have a Master's degree – or do you have a Master's degree?

A. No, I do not.

Q. Do you know that you cannot be certified as an administrator without a Master's degree?

A. I do not know.

Q. If I would say to you that that was required by the State of Missouri, then you would not qualify for an administrative position?

A. If the State requires a Master's, I would not, no.

* * *

[215] Q. Then you had the Enright reading clinic from '69 to '70, one year, and your salary was eleven thousand two hundred dollars, is that correct?

A. Approximately.

Q. Did you know the salary schedule in the Hazelwood School District at this time?

A. I believe I did.

Q. Did you know that the salary schedule for a person

[331] of your qualifications was nine thousand four hundred and fifty dollars?

A. No, I did not.

Q. Now from 1970 what did you do?

A. (No response)

Q. Did you teach any place? I am only referring to teaching. Are you teaching now?

A. Yes.

Q. Where?

A. University City High School.

Q. How long have you been there?

A. Two years.

Q. What subject are you teaching?

A. Reading.

* * *

[327] RUFUS YOUNG, JR.,

called as a witness for the plaintiff, being first duly sworn,

testified as follows:

DIRECT EXAMINATION

QUESTIONS BY MR. KEELING:

[328] Q. Would you state your name and address for the record?

A. Rufus Young, Junior, address, 901 Shandel Drive, University City, Missouri.

Q. Where are you employed?

A. By the St. Louis Board of Education.

Q. In what capacity?

A. Director of Personnel.

* * *

[330] Q. What are your responsibilities?

A. My responsibility is for staffing the schools and all other positions, certificated or non-certificated, substitutes, report keeping and all that has to do with personnel.

Q. Does that include the employment of teachers?

A. The employment of teachers, administrators, plumbers and painters, testing and oral examinations and recruiting and all that goes along with that.

Q. From what sources does the St. Louis City schools obtain applications for employment?

A. Sources?

Q. Yes.

A. Well, there are several ways. Of course, when we receive applications, many will walk right in and we call those walk-ins. There will be others that will call and request applications by telephone and then we have a recruiter who

[311] will go out into the field.

Q. Do you know what percentage of your applications you obtain through the recruitment of teachers?

A. The percentage of applications through recruitment will be in the neighborhood of thirty-five or forty-five per cent, no, I think it would be more like thirty-five or forty

per cent.

Q. How is your office set up for recruiting teachers?

A. I have a full time recruiter whose sole job is for recruitment the whole year round and there are times during the year when he needs assistance and we may use assistant principals or any of the other supervisors in the specialized areas and we will send them into various colleges and universities and the program in terms of hiring, the practice in our system with five districts, is that the teachers are requisitioned.

Q. Requisitioned by whom?

A. By the district superintendent or the assistant superintendent in charge or by supportive services which takes in art, music, physical ed, counselling, and guidance, and so forth.

Q. They let you know how many teachers they need?

A. Yes and their need is based upon the budget provided by the Board of Education, and then as their requirements occur, opening or closing classrooms, they request, through my office, their need and we attempt to supply the

[332] need based upon whatever it happens to be.

Q. What is the reason that the St. Louis system has a recruitment program? Do you not get enough applicants without recruiting?

A. We get enough applications without recruiting in most areas. The major reason, I think, for recruitment is now, of course, and in the past, too, is for greater selectivity. We have an opportunity, rarely utilized in the past, because of conditions governing employment, to be selective. That is not solely the reason. You have an opportunity to interview the applicants at close hand. We have applications from those who come in and as they come in, if they walk in, they are interviewed on the spot. That is not always possible but if they tele-

phone in, they ask for an application and you don't know what you're going to get. Our first objective is to get the best possible but if they telephone in and they ask for an application, you don't know. We also have a staff balance and that is possible through interviews. We try to keep within reason ranges of racial balance. Basically, those are the two reasons for recruitment.

Q. Obtaining the best possible and keeping a racial balance?

A. Yes.

Q. You say you have a staff balance problem and you try to keep within a certain range on races?

A. Yes.

[333] THE COURT: Tell me what the percentages are.

THE WITNESS: The percentage in our system, in terms of race –

THE COURT: What do you try to keep?

THE WITNESS: We have at this time about fifty-one per cent black. It is usually about fifty-fifty and that is generally what they have had over the past few years. The Board of Education has adopted a formal staff balance policy but in that staff balance policy there is a specific percentage that is stipulated but we try to keep within the range of what appears to be the correct figure and fifty-fifty is what I have been operating under and my recruiter in making arrangements for recruitment and in selecting colleges would operate along that line of about fifty-fifty.

THE COURT: Do you have any basis for the fifty-fifty figure that you use for that? Is that about the basis of the population?

THE WITNESS: No. We have discussed the various potentials and possibilities and whether it ought to be

based upon the City black-white ratio or the number of pupils in the school system ratio or the present number of teachers and at this point we have no definitive percentage and we are using fifty-fifty and it seems reasonable.

THE COURT: Thank you very much.

* * *

[346] QUESTIONS BY MR. ENS:

Q. In your selection of teachers, what do you try to achieve?

A. Competency first.

Q. Do you try to select the best possible teacher for the position that is vacant?

A. Yes.

Q. What non-discriminatory standards do you use in selecting those teachers?

A. Well – You said non-discriminatory. We do discriminate in terms of competency, that is, we discriminate

[347] against those that were the least competent. We will accept applications with transcripts. I will tell you how we go about it. As those applications arrive, transcripts and references and everything that would go into making a judgment, we will have a specialist in the area, black and white, we usually try to pair supervisors and they will go through the transcript, they will go through the recruiter's remarks in terms of this better view and they will take into consideration the national teacher examination scores and that will give them some input as to the caliber of this applicant and they will rank them as excellent, outstanding, average, below average and they will –

THE COURT: If they are outstanding they are above average? They are first excellent, then outstanding, then average and then below average?

THE WITNESS: Yes.

THE COURT: If they are outstanding, they are above average and if they are excellent they are above outstanding and then they are average and below average?

THE WITNESS: Yes, based on the areas that I mentioned.

THE COURT: Excellent, outstanding, above average, average, and below average?

THE WITNESS: Yes. Then they will give them an overall writing, as these two individuals decide andwho have the competency to make the judgment, based on the data available and they will place them in one of those categories and these

[348] applications are filed and one them is placed a card in color which denotes the rating in terms of excellent, outstanding, above average, average, and so on and when the requisition comes in from the superintendent for a subject in that area, then we go into the excellent or outstanding color area for that subject area and if there is a need, they will requisition whether they need black or white at this point to enhance their staff balance and we will not sacrifice competency for the sake of staff balance but where there are individuals in that same competency range that would enhance staff balance, that person would be placed. I don't know whether that is discriminating against all the other or not.

THE COURT: You mean you haven't heard from any sources about that?

THE WITNESS: Well, not yet. We also notify candidates, that is, those that fall below average or unaccceptable, we notify them that they are no longer being considered but many times we have to get into the critical areas, we get into the average because that is all that is available.

Q. (BY MR. ENS) Do you consider, one, the level of certification in hiring?

A. Say that again.

Q. Do you consider the level of certification that a person has in hiring?

A. Yes, we consider the certification of the person.

[349] Q. Do you consider the years of teaching that a person has?

A. Yes.

Q. Do you consider the highest degree that the person holds?

A. Oh, yes, that is all a part of this input.

Q. Do you consider those in relation to the positions applied for?

A. Yes.

Q. Do you then stop there, when you have reached that point and you have compared those things or do you go further with a person who is being interviewed to try and determine whether or not one person has certain intangible assets or characteristics that might make you prefer him over another person?

A. Yes, we do.

THE COURT: Let me ask you a question. That would have to be based on an interview?

THE WITNESS: Yes.

THE COURT: But you haven't indicated an interview?

THE WITNESS: Once they are requisitioned in the areas you described, in terms of degrees and experience and all the other kinds of things that would make up the total person, then these names of the top candidates that would fit the requisition are returned to that district office and that district office would be furnished with several names for that one position, of the top candidates. Then that district superintendent, his district assistants, principals or whatever

[350] he sees fit to use as the interviewer, interviews the applicants for the position and after that they will make the selection from that group.

* * *

FOR PERSONNEL OFFICE USE ONLY
Received
Acknowledged
Req. Credentials
Set Interview
Interview Date
Action

HAZELWOOD SCHOOL DISTRICT
15955 New Halls Ferry Rd.
Florissant, Mo. 63031

APPLICATION FOR TEACHING POSITION

FOR SUPERINTENDENT
Date 5-7-
Assignment
Building
Salary
Signature

I. PERSONAL

Date February 16, 1973

Soc. Security No. 492-52-7779

Mr. Bonner, (Last Name) Terry (First Name) Glen (Middle Name)

Present address 1102 Murcia (Street) St. Louis, (City) Missouri (State) 63138 (Zip Code) 741-3674 (Tele. No.)

Permanent address Same as above (Street) (City) (State) (Zip Code) (Tele. No.)

Position desired:

Elementary Level (Grade) (List in Priority)

Junior or Senior High School All Social Studies courses; (Subjects) Psychology, Sociology, (other) Political Science, Geogra...

Other Positions

Date of Birth June 25, 1947 Height 6'2" Weight 180 lb

Married Engaged No. of Children Wife or Husband, living? Divorced

Separated Number of persons wholly dependent upon you for support None

Physical Defects (a) Sight None (b) Hearing None (c) Other Defects None

Condition of health for past two years Excellent

With what Community Organizations are you associated? None

In what recreations do you engage? Outdoor Tennis, Running, Golf, Baseball, Handball, Football,

Indoor Reading, Oil Painting, Woodworking, Basketball, Volleyball

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? Explorer Scouts, Young Life

Are you left handed? or right handed? Yes

Would you arrange for a personal interview? Yes

Military Status Veteran

II. EDUCATION AND PROFESSIONAL TRAINING

High School Hazelwood Senior High School Address 15575 New Halls Ferry Rd. Total Units ____

Diploma Yes Yes No ____ Dates of Attendance 1962-1965

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. in Major	Sem. Hrs. in Educ.	Total Credits
U. of Mo.-St. Louis	65-66	None	Liberal Arts			32
Florissant Valley						
Community College	69-70	None	Liberal Arts	9		31
U. of Mo.-St. Louis	71-73	B.S.	Soc. Studies-Psych.	55	18	90

Grand Total Credits 123

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes [X] No [ ]

Elem. 2 Yr. [ ] Life [ ] Secondary 2 Yr. [ ] Life [X] K-12 Life [ ]

If not, have you applied for a Missouri Teacher's Certificate? Yes [ ] No [ ]

List any other teaching certificates you may hold and give State None

Have you ever had a teaching certificate revoked? No If so, explain with attached statement.

Give last date in school May 1973 Do you plan to continue graduate work? Yes

If so, in what field? Social Studies Place University of Missouri-St. Louis

Date Available for employment June 4, 1973

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary
U.S. Army	[illegible]	'66-'69	3		$600 per month
Hazelwood District-substitute	9-12	'72-'73	5 mos.		$20 per day

Total years experience in Elementary Schools? None Junior High School? substituted 1 semester

Senior High School? 1 semester. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 11 & 12 Subject Area (if applicable) Social Psychology

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at your earliest convenience to Personnel Office.

BEST COPY AVAILABLE

V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? No

If yes, explain with attached statement.

Why do you wish to leave your present position? or
Why do you wish to return to teaching? N.A.

Why do you wish to teach here? As I am a graduate of Hazelwood and a resident of the [illegible], I am familiar with the school system and find that its philosophy of education coincides with my own.

What salary are you receiving now? _____ What salary do you expect to receive here? $7[illegible]

VI. PROFESSIONAL GROWTH

What professional magazines do you read? Psychology Today; National Council for the Social Studies Periodical; American Psychologist; Learning

What books have you read during the past year? Six Basics and Tactics in Secondary School Teaching, Competent to Counsel, Future Schock; Tests and Measurements in Psychology, Bury My Heart at Wounded Knee, I'm Okay, You're Okay.

Of what professional organizations are you a member? None

What professional recognition have you had? None

Extent of travel Have visited 32 states and Canada

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? None

Applicant's comment concerning the retention of children in primary grades N.A.

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? Tennis, Cross-Country, Track, Intramural Sports, Future Teachers of American, Christian organizations, Student Council, Social activities

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction College courses, U.S. Army, Substitute teaching

Audio Visual Aids Training: University and Army Experience: Substitute and student teac.

Programmed Instruction Training at University and Substitute teaching.

Initial Teaching Alphabet (ita) N.A.

Behavioral (measurable) Objectives Training: University Experience: Substitute and student teac.

SECTION IX., CONT.

Differentiated Staffing: Training: University

Modern Mathematics: None

Ability Grouping (Reading): None

Team Teaching: Experience: Substitute and Student Teaching

Non-Graded: Experience: Army

Group Guidance: Experience: Army, Substitute and Student Teaching

Supervised Study: Experience: Army, Substitute and Student Teaching

Please comment on any other special training and/or experience(s) which you have had.

Military Instruction Schools: Ft. Sill, Oklahoma, Ft. Leonard Wood, Missouri

Training Officer and Company Commander of Advanced Engineering Training Unit

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X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
Carl Walther	15[illegible] New Halls Ferry	Teacher
[illegible] Zechmeier	[illegible]	Principal
Victor Bardani	15875 New Halls Ferry	Department Chairman
Richard Hitt	15875 New Halls Ferry	Teacher
Donald J. Wiese	12127 Bellefountain	Insurance Agent

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All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief.

DATE February 22, 1973 SIGNATURE [signature]

(Completed application should be returned to Personnel Office)

HAZELWOOD SCHOOL DISTRICT
SECONDARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION FORM

Name of Applicant Terry Barner Date of Interview 5-2

Highest Degree Held B.S College or University UMSL

Interview for Family Rel (Subject) position at Sr. High (Name of School)

Indicate Below your rating of the applicant by placing a check mark in the appropriate space:

	Superior	Average	Unsatisfactory	Comments
1. Knowledge of and preparation in subject area		✓		Psy. major - Counseling Exp. in Army
2. Technical knowledge of learning processes and conditions		✓		Learning method class - comprehensive + child centered
3. Knowledge, understanding, and appreciation of children		✓		
4. Skill in expression		✓		
5. Personal appearance and grooming		✓		
6. Poise, self-control, confidence		✓		
7. Attitude and sincerity toward teaching profession		✓		
8. Sense of humor		✓		

Additional comment or evaluation statement:

Recommended ☑ Not recommended for employment ☐ Held for future consideration ☐

Position Family Relations Years of Creditable Experience 0

FOR CENTRAL OFFICE USE ONLY

☒ Contact for employment to begin on 9-1-73 (Date)

(Signature)

J. Barnes (Department Chairman)

Raymond J. Tryon (Principal)

354 Bolin (Director of Secondary Education)

(Superintendent)

UNIVERSITY OF MISSOURI

DIRECTOR OF ADMISSIONS
AT ST. LOUIS

Roemer, Terry Glen (NAME OF STUDENT) — Theodore J. Roemer (PARENT OR GUARDIAN)

1102 Murcia Dr., St. Louis, Missouri 63138 (PERMANENT ADDRESS) — (ADDRESS)

PROBATION (SCHL) ☐ — DATE OF BIRTH 6-25-1947 — PLACE OF BIRTH St. Louis, Missouri

ENTRANCE CREDITS

ADMITTED TO DAY DIVISION — DATE Oct. 1965
CREDITS FROM Hazelwood High School, St. Louis, Missouri — CONDITION — GRAD June 1965

ENGLISH	4	MATH ANALYSIS	1/2	LATIN	
GENERAL MATH		SOCIAL STUDIES	2.5	FRENCH	
ALGEBRA	1	GENERAL SCIENCE		SPANISH	1
PLANE GEOMETRY	1	BIOLOGY	1	GERMAN	
SOLID GEOMETRY		CHEMISTRY	1	OTHER	5
TRIGONOMETRY	1/2	PHYSICS	1		

ADMITTED TO SCHOOL OF EDUCATION DATE August 1971

ADMITTED TO — DATE

ADMITTED TO — DATE

DEGREE

DATE

UNIVERSITY CREDITS

GRADING SYSTEM CODE — ABCDF 6-DELAYED, 8-EXCUSED — MIL. — P. E. —

STUDENT NUMBER	COURSE	COURSE NUMBER	TERM	NORMAL CREDIT HOURS	GRADE	CREDIT HOURS GRANTED	REMARKS
651463	INTRO CHEMISTRY	11	F65	5	F		
	COMPOSITION ENGLISH	10	F65	3	C	3	
	AMERICAN CIVILIZ	3	F65	3	C	3	
	ANALYTIC GEOM CAL 1	80	F65	5	F		
	LOW GRADE PT AVERAGE REPORTED - Suspended from the University for one year effective February 9, 1966						March 24, 1966
	Allowed to re-enter the University on Probation effective February 10, 1966						March 24, 1966
651463	GENERAL BIOLOGY	1	W66	3	D	3	
	GENERAL, ECONOMICS	50	W66	3	D	3	
	LITERARY TYPES	12	W66	3	D	3	
	ENGR DRAWING	1	W66	3	B	3	
	ELE SPANISH	1	W66	4	D	4	
	LOW GRADE PT AVERAGE REPORTED - Dismissed frm the University effective June 8, 1966						July 20, 1966
	Continued on Scholastic Probation - November 20, 1970						November 24, 1970
	Advanced Standing - St. Louis Junior College 1970						January 1971
	American History					3	
	Intro Sociology					3	
	College Algebra					3	
	Physical Science					3	
	General Psych					3	
						(15)	
	Advanced Standing - St. Louis Junior College 1970						February 1971
	Elem French					4	
	Amer Soc Prob					3	
	General Psychol					3	
	Social Psych					3	
	Hist West Phil					3	
						(16)	
651463	ASIAN CIVILIZATION	211	W71	3	B	3	
	MASTERPIECES OF ART	1	W71	3	B	3	
	GOV MOD SOCIETY	11	W71	3	B	3	
	ADOLESCENT PSYCH	271	W71	3	C	3	
	SCHL IN CONTEMP SOC	101	W71	3	A	3	
651463	CONTINUED ON SCHOLASTIC PROBATION - JUNE 5,1971						

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	COURSE	COURSE NUMBER	TERM	NORMAL CREDIT HOURS	LEVEL	GRADE	CREDIT HOURS GRANTED	REMARKS
[illegible]	TECHNIQUES SEC SCH TCHG	165	S71	3		B	3	
	WESTERN CIVILIZATION	10	S71	3		B	3	
651463	INTRO TO GEOGRAPHY	101	F71	3		C	3	
	BLACK HISTORY	230	F71	3		A	3	
	GOV IN MOD SOCIETY	12	F71	3		B	3	
	PSYCH STATISTICS	201	F71	4		C	4	
651463	REMOVED FROM SCHOLASTIC PROBATION - DEC 24,1971							1/24/72
651463	PSYCH TCHG LEARNING	302	W72	3		A	3	
	EUROPEAN CIVILIZATN	12	W72	3		C	3	
	SEN SEM PSYCHOLOGY	193	W72	3		A	3	
	GEN EX PSYCHOLOGY	219	W72	3		B	3	
	ISUES CONT REL THGHT	70	W72	3		BA	3	
651463	SENIOR RDGS-PSYCH 66	192	F72	3		A	3	
	PSYCH TEST&MEASURMNT 66	265	F72	3		C	3	
	HIST&SYST OF PSYCH 66	261	F72	3		C	3	
651463	SEC SCHL STUD TCHG 27	271	W73	6		A	6	
	C&METH TCHG HIST&SS 38	265	W73	3		A	3	
	CHILD PSYCHOLOGY 66	170	W73	3		B	3	

123 hrs

December 10, 1

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[illegible] AND CERTIFICATES

B.S. in Education - May 17, 1973
Social Studies - Psychology

[illegible] GATE APPROVED

[illegible] REG'S OFFICE

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651463

UNIVERSITY OF MISSOURI

DIRECTOR OF ADMISSIONS
AT ST. LOUIS

PERMANENT RECORD CARD

Bomyer, Terry Glen (NAME OF STUDENT) — Theodore R. Bomyer (NAME OF PARENT OR GUARDIAN)

1102 Huessin Dr. St. Louis, Missouri 63138 (PERMANENT ADDRESS) — (ADDRESS)

PROBATION (SCH) ☐ DATE OF BIRTH 6-25-1947 PLACE OF BIRTH St. Louis, Missouri

ENTRANCE CREDITS

ADMITTED TO DAY DIVISION DATE Oct. 1965 — ADMITTED TO SCHOOL OF EDUCATION DATE AUGUST

CREDITS FROM Hazelwood High School, St. Louis, Missouri CONDITION — GRAD June 1965 — ADMITTED TO DATE

ENGLISH	4	MATH ANALYSIS	½	LATIN	
GENERAL MATH		SOCIAL STUDIES	3½	FRENCH	
ALGEBRA	1	GENERAL SCIENCE		SPANISH	1
PLANE GEOM	1				
SOLID GEOM				ADMITTED TO	DATE
TRIGONOMY					

STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED BOMYER TERRY G

SOCIAL SECURITY NO. A92-[illegible]

STUDENT NUMBER 651

DATE ISSUED 06/26/73 (Mo. Day Yr.)

VALID FROM 07/01/72 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

DEGREES	Deg.	Yr.	If in Ed.
	BS	73	ED

UNIV OF MO ST.

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE	CERTIFICATE CODE	
SOC ST 7-12	23	66
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

SUBJECT OR SERVICE	CERTIFICATE CODE
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]

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COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void
A full statement of certificate abbreviations and code numbers is shown on the reverse side of the certificate.

Commissioner of Education

LOW GRADE PT AVERAGE REPORTED - Dismissed [illegible]

Continued on Scholastic Probation - November 20, 1970 — November [illegible]

Advanced Standing - St. Louis Junior College 1970 — January 1971

American History	3
Intro Sociology	3
College Algebra	3
Physical Science	3
General Psych	3
	(15)

Advanced Standing - St. Louis Junior College 1970 — February 1971

Elem French	4
Amer Soc Probl	3
General Psychol	3
Social Psych	3
Hist West Phil	3
	(16)

651463	ASIAN CIVILIZATION	211	W71	3	C	3
	MASTERPIECES OF ART	1	W71	3	B	3
	GOV MOD SOCIETY	11	W71	3	C	3
	ADOLESCENT PSYCH	271	W71	3	C	3
	SCHL IN CONTEMP SOC	101	W71	3	A	3

651463 CONTINUED ON SCHOLASTIC PROBATION - JUNE 5,1971 — 357 — 6/25/71

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Mr. Terry Glen Bommer
1102 Marcia
St. Louis, Missouri 63138

Dear Mr. BommerL

Please find enclosed your contract to teach Family Relations at the Hazelwood Senior High School for the 1973-74 school year. Please sign both copies of the contract and return both copies to this office at your earliest convenience for Board of Education signatures and approval at the official Board of Education meeting on May 17, 1973.

We are requesting that you forward your Missouri Teachers Certificate and a complete Transcript fo all your college credits to this office as soon as they are available. If you do not have a valid certificate

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it is suggested that you make application for this certificate at the earliest possible date so that you will be certified prior to your entering the class room on September 4, 1973.

It is further requested that you keep us advised of any change of address so that we may forward appropriate information.

Please be assured we are happy to have you with us and we take this opportunity to welcome you to the Hazelwood teaching staff.

Very truly yours,

J. W. Hord
Director of Personnel

JWH/h
encl:

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FOR PERSONNEL OFFICE USE ONLY

Received [illegible]

Acknowledge [illegible]

Req. Credentials [illegible]

Set Interview [illegible]

Interview Date 4-14-72 7:30

Action [illegible]

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

APPLICATION FOR TEACHING POSITION

FOR SUPERINTENDENT

Date 5-2-72

Assignment [illegible]

Building [illegible]

Salary $7[illegible]

Signature [illegible]

I. PERSONAL

Date April 4, 1972

Soc. Security No. 494-50-6304

M Castle (Last Name) Cynthia (First Name) Jean (Middle Name)

Present address 900 South Providence (Street) Columbia (City) Mo. (State) 65201 (Zip Code) 442-9419 (Tele. No.)

mail → Permanent address 8804 Lynnwood (Street) Jennings (City) Mo. (State) 63136 (Zip Code) 869-2602 (Tele. No.)

Position desired:

Elementary Level _____ (Grade) (List in Priority) (other)

Junior or Senior High School English (Subjects)

Other Positions _____

Date of Birth February 18, 1950 Height 5'7" Weight 123 lbs.

Married no No of Children none Wife or Husband, living? _____ Divorced _____

Separated _____ Number of persons wholly dependent upon you for support _____

Physical Defects (a) Sight none (b) Hearing none (c) Other Defects none

Condition of health for past two years good

With what Community Organizations are you associated? none at present

In what recreations do you engage? Outdoor swimming, golf, softball

Indoor basketball, sewing, music

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? Campfire Girls- program aide, Counselor, swimming; Girls Daughters

Are you left handed? _____ or right handed? Yes

Would you arrange for a personal interview? Yes 126

Military Status _____

II. EDUCATION AND PROFESSIONAL TRAINING

High School Jennings Senior High Address Jennings, Mo. Total Units

Diploma Yes Yes Dates of Attendance Graduated 1968
No

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	[illegible] Hrs. C[illegible]
U. of Mo. Columbia	68-72	B.S.	English	33	19	
Grand Total Credits						

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☒ No ☐

Elem. 2 Yr. ☐ Life ☐ Secondary 2 Yr. ☐ Life ☒ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State

Have you ever had a teaching certificate revoked? If so, explain with attached statement. No

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Give last date in school May 1972 Do you plan to continue graduate work? Yes

If so, in what field? Education Place

Date Available for employment September 1972

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary

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Total years experience in Elementary Schools? Junior High School?

Senior High School? . Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 8 Subject Area (If applicable) English, Creative Writing

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? No

If yes, explain with attached statement.

Why do you wish to leave your present position? or
Why do you wish to return to teaching?

Why do you wish to teach here? St. Louis area; familiar with school district

What salary are you receiving now? _____ What salary do you expect to receive here? 1st year

VI. PROFESSIONAL GROWTH

What professional magazines do you read? N.E.A., English Journal

What books have you read during the past year? Light In August, The Power and the Glory, Watt, various plays of Sophocles and Euripides, God's Little Acre

Of what professional organizations are you a member? None at present

What professional recognition have you had? None

Extent of travel throughout the United States; Canada; Mexico

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play?

Applicant's comment concerning the retention of children in primary grades

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? Cheerleaders; Drama Club; F.T.A.; Quill and Scroll; Student Council

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction Creative Writing

Audio Visual Aids tape recorder, slide projector, film projector, sound film

Programmed Instruction Mini packets 128

Initial Teaching Alphabet (its)

Behavioral (measurable) Objectives Unit plans

SECTION IX., CONT.

Differentiated Staffing _____

Modern Mathematics _____

Ability Grouping (Reading) _____

Team Teaching Student Teaching

Non-Graded _____

Group Guidance _____

Supervised Study _____

Please comment on any other special training and/or experience(s) which you have had.

_____

_____

_____

_____

_____

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
U. of Mo. Placement Office		
will send complete file,		
including references		

All spaces applicable must be completed in full.

The statements made herein are true to the best of my kHowledge and belief:

DATE April 4, 1972 SIGNATURE Cynthia Jean Castle

(Completed application should be returned to Personnel Office)

February 2, 1973

Ms. Cynthia Castle
14313 Sun Swept Park, Court 104
Florissant, Mo. 630333

8804 Lynnwood
St. Louis 63136
869-2695
C

Dear Ms. Castle:

Your request for release from your contractual agreement for extra duty only was presented to the Board of Education at their regular meeting last evening.

Your request was granted.

Sincerely,

C. O. McDonald,
Superintendent

CCM/vb
cc: Mr. Flynn
Mr. Huss, Secondary Coordinator
Mr. Ward, Personnel Director

HAZELWOOD SCHOOL DISTRICT
SECONDARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATIONS

Contract for 3 yr

Name of Applicant Miss Cynthia Castle Date of Interview 4-15

Highest Degree Held B.S. College or University [illegible]

Interview for English (Subject) position at Senior High (Name of School)

Indicate below your rating of the applicant by placing a check mark in the appropriate space:

	Superior	Average	Unsatisfactory	Comments
1. Knowledge of and preparation in subject area		✓		38 hrs. + [illegible]
2. Technical knowledge of learning processes and conditions		✓		
3. Knowledge, understanding, and appreciation of children		✓		
4. Skill in expression	✓			
5. Personal appearance and grooming	✓			
6. Poise, self-control, confidence	✓			
7. Attitude and sincerity	✓			
8. Sense of humor		✓		

Additional comment or evaluation statement: Qualified for pep club - Cheerleading Experience in mini packets and team teaching.

Recommended [X] Not recommended for employment [ ]

Position English - Sr. High Years of Creditable Experience 0

C. Gillard
Department Chairman

Lawrence J. Tuggle
Principal

J. C. Hess
Coordinator of Secondary Education

Revised 1971

144266
STUDENT NUMBER

UNIVERSITY OF MISSOURI

DIRECTOR OF ADMISSIONS
COLUMBIA

PERMANENT RECORD CARD

CASTLE CYNTHIA JEAN
(NAME OF STUDENT)

Mr. Fred F. Castle Sr.
(PARENT OR GUARDIAN)

8804 LYNWOOD PL
JENNINGS MO 63136
(PERMANENT ADDRESS)

(ADDRESS)

PROBATION (SCH) ☐ DATE OF BIRTH 2-18-50

PLACE OF BIRTH Bloomington, Illinois

ENTRANCE CREDITS

ADMITTED TO ARTS & SCIENCE DATE F-68

CREDITS FROM Jennings High School CONDITION
Jennings, Missouri GRAD June 1968

ENGLISH	MATH ANALYSIS	LATIN
GENERAL MATH	SOCIAL STUDIES	FRENCH
ALGEBRA	GENERAL SCIENCE	SPANISH
PLANE GEOMETRY	BIOLOGY	GERMAN
SOLID GEOMETRY	CHEMISTRY	OTHER
TRIGONOMETRY	PHYSICS	

CREDITS

ADMITTED TO EDUCATION DATE F-70

ADMITTED TO DATE

ADMITTED TO DATE

DEGREE

DATE

128

STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED CASTLE CYNTHIA J SOCIAL SECURITY NO. 494-50-6305

DATE ISSUED 05/22/72 (Mo. Day Yr.)

VALID FROM 07/01/71 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

DEGREES	Deg.	Yr.	If in Ed.	
	BS	72	ED	UNIV MO COL

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE	CERTIFICATE CODE	
ENG 7-12	23	48
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

SUBJECT OR SERVICE	CERTIFICATE CODE	
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void

An official list of certificate abbreviations and code numbers is shown on the reverse side of this certificate.

Commissioner of Education

129

(life) 8.5.

UNIVERSITY OF MISSOURI
DIRECTOR OF ADMISSIONS
COLUMBIA

CASTLE CYNTHIA JEAN
(NAME OF STUDENT)

Mr. Fred F. Castle Sr.
(PARENT OR GUARDIAN)

8804 LYNWOOD PL
JENNINGS MO 63136
(PERMANENT ADDRESS)

(ADDRESS)

PROBATION (SCH) ☐ DATE OF BIRTH 2-18-50 PLACE OF BIRTH Bloomington, Illinois

ENTRANCE CREDITS

ADMITTED TO ARTS & SCIENCE DATE F-68
CREDITS FROM Jennings High School CONDITION
Jennings, Missouri GRAD June 1968

ENGLISH	MATH ANALYSIS	LATIN
GENERAL MATH	SOCIAL STUDIES	FRENCH
ALGEBRA	GENERAL SCIENCE	SPANISH
PLANE GEOMETRY	BIOLOGY	GERMAN
SOLID GEOMETRY	CHEMISTRY	OTHER
TRIGONOMETRY	PHYSICS	

ADMITTED TO EDUCATION DATE F-70
ADMITTED TO DATE
ADMITTED TO DATE
DEGREE
DATE

UNIVERSITY CREDITS

GRADING SYSTEM CODE: ABCDF 6-DELAYED, 9-EXCUSED

STUDENT NUMBER	COURSE	COURSE NUMBER	TERM	NORMAL CREDIT HOURS	GRADE	CREDIT HOURS GRANTED	REMARKS
144266	COMPOSITION ENGLISH	1	F68	3	C	3	
	ELE FRENCH 1	1	F68	5	C	5	
	AMERICAN HISTORY	20	F68	5	B	5	
	PH ED FRESHMAN WOMEN	3	F68	1	C	1	
144266	INTRO TO WESTERN ART	10	W69	3	D	3	
	ELEM FRENCH 2	2	W69	5	D	5	
	PRINCIPLES OF GEOL	1	W69	5	D	5	
	COLLEGE ALGEBRA	10	W69	3	F		
	PH ED FRESHMAN WOMEN	4	W69	1	D	1	
144266	LOW GPA REPORTED - A&S PLACED ON SCHOLASTIC PROBATION, ONCE DISMISSED-June 2, 1969.						
144266	APPRECIATION OF ART	3	S69	2	C	2	1969)
	ENGLISH LIFE & LIT	40	S69	3	C	3	
144266	LOW GPA REPORTED - August 1,1969.(September 2,1969) A&S CONTINUED ON SCHOLASTIC PROBATION, ONCE DISMISSED						
144266	CLASSICAL MYTHOLOGY 2W	60	F69	3	C	3	
	INTRO MUSIC LIT 6U	21	F69	2	C	2	
	PH ED SOPH WOMEN 5A	7	F69	1	F		
	GEN EXPER PSYCHOLOGY 8M	2	F69	5	C	5	
	PUBLIC SPEAKING 9J	175	F69	3	C	3	
144266	LOW GPA REPORTED - A&S CONTINUED ON SCHOL PROB, ONCE DISMISSED 01-26-70 (4-01-70)						
144266	EDUC PSYCHOLOGY 3P	A102	W70	2	C	2	
	MASTERPIECES 3T	5	W70	2	B	2	
	PH ED SOPHOMOR WOMEN 5A	8	W70	1	F		
	AMERICAN GOVERNMENT 7Z	1	W70	5	C	5	
	VOICE & ARTICULATION 9J	2	W70	2	B	2	
	ELE COMMUNITY HEALTH 2Y	25	W70	2	C	2	
144266	A&S REMOVED FROM SCHOLASTIC PROBATION 6-01-70 (7-09-70)						
144266	GENERAL BOTANY 2K	1	S70	5	A	5	
144266	EXPOSITION ENGLISH 3T	60	F70	3	B	3	
	AMERICAN LITERATURE 3T	175	F70	3	B	3	

(OVER)

JUL 19 1972

130 131 133

144266 Castle, Cynthia Jean

STUDENT NUMBER	COURSE		COURSE NUMBER	TERM	NORMAL CREDIT HOURS	REPEAT	GRADE	CREDIT HOURS EARNED
	THE VICTORIAN POETS	3T	366	F70	3		D	3
	COLLEGE ALGEBRA	6H	10	F70	3		D	3
	INTRO PHILOSOPHY	7P	5	F70	3		C	3
	PH ED SOPHOMOR WOMEN	5A	7	F70	1		F	
144266	SEC SCH CURR INST	3E	D110	W71	2		B	2
	TEACHING ENGLISH	3E	D111	W71	2		C	2
	TCHG READ SEC SCH	3E	D365	W71	2		B	2
	ENGLISH LIFE & LITER	3T	30	W71	3		C	3
	PRACTICE CRITICISM	3T	316	W71	3		A	3
	PH ED SOPHOMOR WOMEN	5A	8	W71	1		F	
144266	STRUCTURE AMER ENGL	3T	319	S71	3		C	3
	SHAKESPEARE	3T	336	S71	3		C	3
144266	STUD TCHG SEC SCH	3E	D199	F71	8		A	8
	SCH ORG ADM SEC TCHR	3N	C140	F71	2		B	2
	INTELLCTL FNDTNS EDU	9E	B353	F71	3		B	3
	INTR EDUC MEAS EVAL	3P	A140	F71	2		B	2
	TERM HRS.- 15.0	TERM GR. PTS.- 53.0			TERM GPA-3.5333			
	CUM. HRS.-113.0	CUM. GR. PTS.- 259.0			CUM. GPA-2.2920			

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144266	GREEK & ROMAN DRAMA	2W	226	W72	3		B	3
	HIST ENGLISH LANG	3T	320	W72	3		C	3
	CH MOD NOV TO 1940	3T	391	W72	3		C	3
	GENERAL SOCIOLOGY	9D	1	W72	3		B	3
	TERM HRS.- 12.0	TERM GR. PTS.- 30.0			TERM GPA-2.5000			
	CUM. HRS.-125.0	CUM. GR. PTS.- 289.0			CUM. GPA-2.3120			

144266 NCATE ACCREDITED-CERTIFICATED TO TEACH:
GENERAL LANGUAGE ARTS IN GRADES 7-9
ENGLISH IN GRADES 7-12
EFFECTIVE DATE: JUNE, 1972

125 hrs

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BEST COPY AVAILABLE

Rec'd:

Interview:

Rec. Credentials

Set Interview

Hazelwood School District

I. PERSONAL

Date 11-1-77

Soc. Security No. [redacted]

Cox Jean Ann
(Last Name) (First Name) (Middle Name)

Present address
(Street) (City) (State) (Zip Code) (Tele No.)

Permanent address [redacted]
(Street) (City) (State) (Zip Code) (Tele No.)

Position desired:

Elementary Level Reading Teacher
(Grade) (List in Priority) (other)

Junior or Senior High School History, Social Studies, Rdg. Problems.
(Subjects)

Other Positions

Date of Birth July 30, 1954 Height 5'5" Weight 130

Married yes No. of Children 2 Wife or Husband, living? yes Divorced

Separated yes Number of persons wholly dependent upon you for support 2

Physical Defects (a) Sight Overweight (b) Hearing (c) Other Defects

Condition of health for past two years excellent

With what Community Organizations are you associated? Lutheran church where I have actively been in Christian education program. Have recruited people to serve, etc.

In what recreations do you engage? Outdoor Tennis, water activities

Indoor Basketball, Bowling,

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? yes - Girl Scouts, with Girls Music Choirs.

Are you left handed? or right handed? yes

Would you arrange for a personal interview? yes

Military Status

(You may renew your application each year by bringing it up to date)

II. EDUCATION AND PROFESSIONAL TRAINING

High School Watkins Address [illegible] Total Units [illegible]

Diploma? Yes No

College attended Name & Location	No. of Hours	Kind of Degree	Date Rec'd.	Credits in Major	Credits in Minor
[illegible]					
[illegible]					
Grand Total Credits					

Do you hold a certificate valid in Missouri? Yes If so, circle below:

2 Yr. (Life) Elem. or (Secondary)

List any other teaching certificates you may hold and give State I earned a '72 expire
I hold Temporary Certification in Reading K-12. (Expires June 1973)

Have you ever had a teaching certificate revoked? If so, explain with attached statement (No)

Give last date in school May '71 Do you plan to continue graduate work? Yes

If so, in what field? Specialization in Reading Secondary Schools Place UMSL

Date Available for employment Now

III. TEACHING EXPERIENCE

Have also substituted in the Ferguson-Florissant School District

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No Teachers in System	Salary

Total years experience in Elementary Schools? 0 Junior High School? 0

Senior High School? 0. In which of the above was your observation and practice teaching done?

Latin I and Senior High Social World History Fall '71

Any additional information that will give a more complete estimate of your training, experience, and qualifications for teaching and placement office should be sent at earliest convenience to Personnel Office

V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? No

If yes, explain with attached statement.

[illegible] to leave your present position? or

[illegible] teaching?

Why do you wish to teach here? [illegible]

What salary are you receiving now? ____ What salary do you expect to receive here?

VI. PROFESSIONAL GROWTH

What professional magazines do you read? Current History, Education

P-TA magazine, Scholastic Teacher

What books have you read during the past year? [illegible]

Our Day, Jr. Classic Reader, Tragic Story of Texas, Dimensions

Of what professional organizations are you a member? Council for the Social Studies

What professional recognization have you had? [illegible]

Extent of travel Limited, but plan to change that

VII FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

Do you sing? Yes Teach music? (Vocal) ____ Art? ____

(Instrumental ____ Courses in college or

Penmanship? (Manuscript ____ of reading? Yes ____

(Cursive ____ How many semesters

What musical instruments do you play? ____

Can you teach physical education successfully? ____

Can you teach rote songs successfully? ____

Applicant's comment concerning retention in primary grades ____

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? [illegible]

with music and dramatics, typing, [illegible]

coaching or directing

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Audio Visual Aids Can use most equipment

Programmed Instruction Used this [illegible]

Is successful with some in teaching reading

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SECTION IX., CONT.

Group Guidance [illegible] to be skilled.

Supervised Study

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	7536 Roseland, 60615	Guidance Counselor

140

The statements made herein are true to the best of my knowledge and belief:

DATE July 6, 1971 SIGNATURE [illegible]

(Completed application should be returned to Personnel Office)

INSERVICE CREDIT HISTORY (FOR OFFICE USE ONLY)

Year	Credit Category	Year	Credit Category
	157		

141

Contact for employment

Date of birth

College or University

Indicate below your rating of the applicant by placing a check mark in the appropriate column.

	Superior	Average	Unsatisfactory	Comments
1. Knowledge of and preparation in subject area		✓		
2. Technical knowledge of learning processes and conditions		✓		
3. Knowledge, understanding, and appreciation of children		✓		
4. Skill in expression		✓		
5. Personal appearance and grooming		✓		
6. Poise, self-control, confidence		✓		
7. Attitude and sincerity		✓		
8. Sense of humor		✓		

Additional comment or evaluation statement:

Recommended ☒ Not recommended for employment ☐

Position

Years of Creditable Experience

Department Chairman

Principal

Coordinator of Secondary Education

Revised 1971

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BEST COPY AVAILABLE

COPY FOR SUPERINTENDENT'S FILE

APPLICATION FOR A MISSOURI TEACHER'S CERTIFICATE

Jean McFall, Jean 2 2

University of Missouri at St. Louis BS 71

x

STATEMENT OF PROFESSIONAL COMMITMENT TO TEACHING — MISSOURI

DIRECTIONS: Three copies of this form should be completed by the student and submitted to Paul Grebe, Director of Teacher Education and Certification, State Department of Elementary and Secondary Education, Jefferson City, Missouri. Upon approval by State Department, one copy will be returned to the institution for the student's credentials.

Jean McFall

same basis as that required for graduation. Participation in student teaching is an integral part of the program. Satisfactory completion of the student teaching experience is required for the issuance of a teacher's certificate. (Ed.Dir)

The following courses are planned for the remainder of the student's program:

Name of Course	Sem. Hrs.	Name of Course	Sem. Hrs.
Practicum in Diagnosis of Reading Difficulties	3		

Practicum in Remediation of
Reading Difficulties 3

Date July 5, 1972

SEMESTER 1st 1972 University of Missouri at St. Louis

Subjects and Grade Level in which teacher's certificate is requested: Secondary Reading Grades 7-12

STATE DEPARTMENT OF EDUCATION

7-11-72

ACADEMIC CONTRACT FOR CERTIFICATION IN MISSOURI

In consideration of the ... I understand that a file ... then be issued, by the State Department of Education.

With the acceptance of the certificate I plan to assume my ... and responsibilities as a member of a learning profession.

Date July 5, 1972

625 Ridden Drive Florissant, Missouri

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UNIVERSITY OF MISSOURI

UNIVERSITY CREDITS

STUDENT NUMBER	COURSE		COURSE NUMBER	TERM	CREDIT HOURS		GRADE POINT VALUE	
97897	ENGLISH COMP	SL	2	W64	3		A	3
	ENG LIFE & LIT	SL	30	W64	3		B	3
	INTRO PHILOSOPHY	SL	5	W64	3		B	3
97897	WEST CIVILIZATION	SL	1	F64	3		A	3
97897	MATHEMATICS		15	W68	3		C	3
	INTRO TO MUSIC LIT		1	W68	3		B	3
	GENERAL PSYCHOLOGY		1	W68	3		B	3

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97897	GENERAL BIOLOGY	1	F68	3	B	3
	GENERAL BIOLOGY LAB	3	F68	2	A	2
	EUROPEAN CIVILIZ	2	F68	3	A	3
	GOVT MODERN SOCIETY	11	F68	3	B	3
97897	REGIONS AND NATIONS	157	W69	3	A	3
	AMERICAN CIVILIZ	3	W69	3	A	3
	STATE LOCAL GOVT	170	W69	3	A	3
	GEN PSYCHOLOGY	2	W69	3	C	3
	INTRO TO SOCIOLOGY	1	W69	3	B	3
97897	COMP GOVT & POLITICS	150	F69	3	P	3
	SCHOOL IN CONTEM SOC	101	F69	3	P	3
	AMERICAN CIV 2	4	F69	3	A	3
	EUROPE 19TH C	332	F69	3	B	3
	COLONL AMER-1763	353	F69	3	C	3
	ADOLESCENT PSYCH	271	F69	3	A	3
97897	MASTERPIECES OF ART	1	W70	3	P	3
	PSYCH OF TCH/LEARN	302	W70	3	A	3
	BLACK HISTORY	230	W70	3	A	3
	EUR IN THE 20TH CENT	333	W70	3	A	3
	JACKSONIAN DEMOCRACY	355	W70	3	B	3
	SPCL TOPICS HISTORY	350	W70	1	B	1
	SOCIOLOGICAL INQUIRY	20	W70	3	P	3
97897	GOV IN MOD SOCIETY	12	S70	3	B	3
	TECH S-C SCH TCHS	163	S70	3	A	3
97897	METH OF TC-ND HIST	355	F70	3	A	3
	SEC SCH STUD TC-J	271	F70	3	B	3

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FOR PERSONNEL OFFICE USE ONLY	HAZELWOOD SCHOOL DISTRICT	FOR SUPERINTENDENT'S USE
Received	15955 New Halls Ferry Rd.	Date 6-15-72
Acknowledge	Florissant, Mo. 63031	Assignment Eng. Sp.
Req. Credentials		Building Haz.
Set Interview		Salary BA Step C
Interview Date Dec 20	APPLICATION FOR TEACHING POSITION	Signature
Action Hold		

I. PERSONAL

Date December 19, 1972

Soc. Security No. 449-48-2622

Mr. Moll — Dale — Adrian
(Last Name) (First Name) (Middle Name)

Present address 206 Mary St. Perryville, Missouri 63775 314-547-4157
(Street) (City) (State) (Zip Code) (Tele. No.)

Permanent address 206 Mary St. Perryville, Missouri 63775 314-547-4157
(Street) (City) (State) (Zip Code) (Tele. No.)

Position desired: (Call first) Cape Girardeau 3rd or 4th out of town 547-[illegible]

Elementary Level ____
(Grade) (List in Priority) (other)

Junior or Senior High School English, Speech (Senior High preferably)
(Subjects)

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Other Positions _____

Date of Birth May 5, 1950 Height 5' 7½" Weight 150 lbs.

Married No No. of Children None Wife or Husband, living? _____ Divorced _____

Separated _____ Number of persons wholly dependent upon you for support None

Physical Defects (a) Sight None (b) Hearing None (c) Other Defects None

Condition of health for past two years Excellent

With what Community Organizations are you associated? Babe Ruth Baseball, Knights of Columbus

In what recreations do you engage? Outdoor Softball, football, handball

Indoor basketball, gym hockey

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? Boy Scouts, Babe Ruth Baseball, Little League Baseball

Are you left handed? _____ or right handed? X

Would you arrange for a personal interview? Yes, I would.

Military Status 1-H

265

150

II. EDUCATION AND PROFESSIONAL T[illegible]G

High School St. Vincent's Address Perryville, Mo. Total Units 17

Diploma Yes / No Yes Dates of Attendance 1964-1968

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ	Total Hrs. Credit
Missouri University	'68-'70	none	English	9	none	38
SEMO State Univ.	'70-'73	B.S.Ed.	English	29	23	101
Grand Total Credits						139

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☐ No ☒

Elem. 2 Yr. ☐ Life ☐ Secondary 2 Yr. ☐ Life ☒ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☒ No ☐

List any other teaching certificates you may hold and give State none

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Have you ever had a teaching certificate revoked? If so, explain with attached statement.

Give last date in school May, 1973 Do you plan to continue graduate work? Yes

If so, in what field? English Place SEMO State University

Date Available for employment August, 1973

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary

Total years experience in Elementary Schools? none Junior High School? none

Senior High School? ½. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 10-11 Subject Area (if applicable) English

Add by letter any additional information that will give a more complete estimate of your training, experience character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

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V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? No
If yes, explain with attached statement.

Why do you wish to leave your present position? or
Why do you wish to return to teaching?

Why do you wish to teach here? Good school, great people to work with

What salary are you receiving now? none What salary do you expect to receive here? ?

VI. PROFESSIONAL GROWTH

What professional magazines do you read? None particularly.

What books have you read during the past year? Erewhon, The Silent Language, Walden Two, Me, the Flunkie, Understanding Media, Native Son, Picture of Dorian Gray

Of what professional organizations are you a member? none at present

What professional recognition have you had? none

Extent of travel Mexico City, Acapulco, Smokey Mt., Florida, Texas, Kentucky

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

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What musical instruments do you play? _____

Applicant's comment concerning the retention of children in primary grades _____

_____

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? Poetry magazine, debate, English Club, Writer's Club, Student Council, F.T.A., Philosophy Club

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction Differentiated Staffing

Audio Visual Aids Student teaching

Programmed Instruction none

Initial Teaching Alphabet (ita) none

Behavioral (measurable) Objectives none

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SECTION IX., CONT.

Differentiated Staffing Student teaching

Modern Mathematics none

Ability Grouping (Reading) none

Team Teaching Student teaching

Non-Graded none

Group Guidance none

Supervised Study none

Please comment on any other special training and/or experience(s) which you have had.

Besides student teaching at H.H.S., I taught a literature course under the foreign student program at SEMO State University for 16 weeks. This was done in lieu of tutoring. Also, my experience with adolescents in the Babe Ruth program was invaluable.

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X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
Mr. Almo McElmurry	Hazelwood Sr. High	English teacher
Dr. Katherine Green	SEMO State University	Supervisor of st. teach.
Dr. Fred E. Wing	SEMO State University	Prof. of English
Dr. Henry Sessoms	SEMO State University	Head of English Dep't.
Dr. Joseph Low	SEMO State University	Prof. of Speech
Mr. Robert Hamblin	SEMO State University	Prof. of English

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE Dec. 19, 1972 SIGNATURE Dale A. Moll

(Completed application should be returned to Personnel Office)

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STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED MOLL DALE A SOCIAL SECURITY NO. 499-[illegible]-2422

DATE ISSUED 06/11/73 (Mo. Day Yr.)

VALID FROM 07/01/72 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

DEGREES	Deg.	Yr.	If in Ed.	
	BS	73	ED	SE MO ST UNV

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE		CERTIFICATE CODE	
ENG	7-12	23	48
[illegible]		[illegible]	[illegible]
[illegible]		[illegible]	[illegible]
[illegible]		[illegible]	[illegible]
[illegible]		[illegible]	[illegible]

SUBJECT OR SERVICE		CERTIFICATE CODE
SP ORA	7-12	23
[illegible]		[illegible]
[illegible]		[illegible]
[illegible]		[illegible]
[illegible]		[illegible]

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Any entry made on this certificate other than by issuing authority will render the certificate void

[illegible]

Commissioner of Education

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HAZELWOOD SCHOOL DISTRICT
SECONDARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION FORM

Name of Applicant Moll, Dale A Date of Interview May 2, 1973

Highest Degree Held B.S.Ed College or University S.E.M.S.U.

Interview for English (Subject) position at Senior High (Name of School)

Indicate below your rating of the applicant by placing a check mark in the appropriate space.

	Superior	Average	Unsatisfactory	Comments
1. Knowledge of and preparation in subject area		✓		
2. Technical knowledge of learning processes and conditions	✓			
3. Knowledge, understanding, and appreciation of children		✓		
4. Skill in expression	✓			
5. Personal appearance and grooming	✓			
6. Poise, self-control, confidence	✓			
7. Attitude and sincerity toward teaching profession	✓			
8. Sense of humor	✓			

Additional comment or evaluation statement:

Recommended ☑ Not recommended for employment ☐ Hold for future consideration ☐

Position Allied Arts & English Years of Creditable Experience C

FOR CENTRAL OFFICE USE ONLY

☒ Contact for employment to begin on 9-1-73 (Date)

(Signed)

(Department Chairman)

(Principal)

(Coordinator of Secondary Education)

SOUTHEAST MISSOURI STATE UNIVERSITY
CAPE GIRARDEAU, MISSOURI

Admitted From St. Vincent's, Perryville, Mo. Entered 5-3-70

Yr.H.S.Grad. 1969 Deg. B.S. in Educ.(H.S.), May 11, 1973

Maj. Engl. Min. Soc. Sci. Spec. Ed. Gen. Sci. Math. Sci. Gen. Ed.

11 4 3 2 1 1

Dept.	Course No.	Course Name		Sem. Hrs. Att.	Gr.	Sem. Hrs. Earned	Gr. Pts.
TRANSFERRED:							
UNIVERSITY OF MISSOURI, Columbia, Mo.							
A		English Comp.	(Fall 68)		B	3	
1		Ele French 1			C	5	
10		Athletics			C	3	
1		Phys Ed Freshman Men			A	1	
		American Government			D	5	
2		Elem French 2	(W 69)		C	5	
2		Phys Ed Freshman Men			D	1	
10		College Algebra			D	3	
55		Quant Relations			D	3	
1		Intro Zoology			F	(5)	
3T		Poetry	(Fall 69)		C	3	
3T		Shakespeare			C	3	
3T		American Literature			F	(3)	
3F		French Reading			F	(3)	
7P		Ele Logic			D	3	
5A		P.E. Sophomore Coll Req			F	(1)	
		* Repeat Summer-70					
ADMITTED ON SCHOLASTIC PROBATION							
499-48-2622		COLL DALE A	SUMMER 70				
PE	1664	TENNIS (MODIFIED T TN	01	1			
ENGL	1254	INTRO EPISTEMOLOGY	01	3	B	3	3
HIST	2270	AMERICAN LITERATURE	01	3	C	3	6
		Probation continued	SEM 2.143	7	C	7	15
499-48-2622		COLL DALE A	FALL 70				
ART	1345	GENERAL BIOLOGY	56	3.00	C	3.0	6.0
ENGL	3265	TEACH SEC ENGLISH	01	3.00	B	3.0	9.0
ENGL	2271	AMERICAN LITERATURE	03	3.00	C	3.0	6.0
PE	1674	S.C. GOLF	03	1.00	C	1.0	2.0
SPCH	2331	PUBLIC SPEAKING	01	3.00	C	3.0	6.0
		Probation continued	SEM 2.231	13.0		13.0	29.0
			CUM 1.642	67.0		58.0	110.0
499-48-2622		COLL DALE A	SPRING 71				
0	2251	GEN PSYCHOLOGY	07	3.00			
ENGL	3261	ENGLISH LITERATURE	03	3.00	B	3.0	9.0
PHYS	1471	ELEM PHYSICS	01	3.00		3.0	9.0
HIST	1371	AMERICAN HISTORY II	31	3.00		3.0	6.0
SSCI	1745	GENERAL SOCIOLOGY	07	3.00	C	3.0	6.0
		PROBATION CONTINUED					
			SEM 2.[illegible]	15.0		15.0	39.0
			CUM 1.[illegible]	[illegible].0		73.0	149.0

Soc. Sec. No. [illegible]

[illegible] DATE [illegible]
(Last Name) (First) (Middle)
Address: [illegible]
Parent-Guardian: Alden Hall
Birthplace & Date: Cape Girardeau, Mo. May 5, 1950

Dept.	Course No.	Course Name		Sem. Hrs. Att.	Gr.	Sem. Hrs. Earned	Gr. Pts.
[illegible]	2622	COLL DALE A	SUMMER 71				
ED	3223	EDUC PSYCHOLOGY	02	2.0	C	2.0	4
ENGL	3261	ENGLISH LITERATURE	01	3.0	A	3.0	9
HIST	1323	AMERICAN HISTORY II	02	2.0	B	2.0	6
		PROBATION CONTINUED					
			SEM 2.714	7.0		7.0	19
			CUM 1.388	89.0		80.0	68
[illegible]	2622	COLL DALE A	FALL 71				
SPCH	[illegible]	GROUP DISCUSSION	01	3.0	A	3.0	12
ENGL	3273	ADVANCED GRAMMAR	01	3.0	A	3.0	12
ENGL	3276	SCIENTIFIC COMPOSITION	03	2.0	B	2.0	6
PHYS	1722	ASTRONOMY	01	5.0	B	5.0	15
SPCH	1811	INTRO TO THEATRE	02	3.0	A	3.0	12
			SEM 3.963	14.0		15.0	57
			CUM 2.143	105.0		96.0	225
[illegible]	2622	COLL DALE A	SPRING 72				
ENGL	4273	HIST ENGLISH LANG	02	3.0	A	3.0	12
ED	4230	PROB TCH READ SEC SH	01	2.0	A	2.0	8
ED	3217	TECH TCH ENGLISH	01	4.0	A	4.0	16
ENGL	4271	MODERN AMER POETRY	01	3.0	C	3.0	6
SPCH	3810	STAGE CRAFT	01	3.0	C	3.0	6
			SEM 3.367	15.0		15.0	46
			CUM 2.258	120.0		111.0	271
[illegible]	2622	COLL DALE A	FALL 72				
ED	[illegible]432	ED FOUNDATIONS	2[illegible] 05	4.0	A	4.0	16
ED	[illegible]357	HUM GRTH DEV	2[illegible] 03	3.0	A	3.0	12
ED	[illegible]461	ST TEACH HS	LST-B 04	8.0	A	8.0	32
			SEM 4.000	15.0		15.0	60
			CUM 2.452	135.0		126.0	331
[illegible]	2622	COLL DALE A	SPRING 73				
SPCH	[illegible]340	INTERPRETATIVE READING	05	2.0	A	2.0	8
SPCH	[illegible]310	SPEECH COMPOSITION	01	2.0	B	2.0	6
ENGL	[illegible]260	19TH CENTURY LIT	01	3.0	B	3.0	9
SPCH	[illegible]510	INTER GROUP DYN	01	3.0	A	3.0	12
SSCI	[illegible]240	INTRO ANTHROPOLOGY	01	3.0	A	3.0	12
			SEM 1.[illegible]	13.0		13.0	47
			CUM 2.[illegible]	148.0		139.0	378

Bachelor of Science in Education (B.S.) - May 11, 1973
Major: English Minor: [illegible]

Alden Gray

REGISTRAR

JUN 1 [illegible]

EAST MISSOURI STATE UNIVERSITY
CAPE GIRARDEAU, MISSOURI
GRADUATE STUDIES
Cape Girardeau, Missouri

Entered 1-17-73 Admitted from Southeast Missouri State University
Reg B.S. in Educ.(H.S.), May 13, 1973
Prov
Special
Non Degree Degree:

Dept.	Course No.	Course Name		Sem. Hrs. Att.	Gr.	Sem. Hrs. Earned	Gr. Pts.
ENGL	[illegible]	Mod Of Comp	01 Spr 73	3.0	A	3.0	12.0
		SEM 4.000		3.0		3.0	12.0
		CUM 4.000		3.0		3.0	12.0

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Soc. Sec. No. [illegible]22

[illegible] (Last Name) [illegible] (First Name) [illegible] (Middle Name)
Address: [illegible]
[illegible] Date: [illegible], No. [illegible]y 5, 1950

Dept.	Course No.	Course Name	Sem. Hrs. Att.	Gr.	Sem. Hrs. Earned	Gr. Pts.

Robin Gray
REGISTRAR
[illegible] 13 1973

FOR PERSONNEL OFFICE USE ONLY
Received FEB 8 1973
Acknowledge
Req. Credentials
Set Interview
Interview Date
Action Hold

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

FOR SUPERINTENDENT'S USE ONLY
Date 1-24-73
Assignment Soc. Stud.
Building Jr. H.
Salary -
Signature

APPLICATION FOR TEACHING POSITION

I. PERSONAL

Date February 6, 1973

Soc. Security No. 431-60-7127

Ms. Munro (Besper) Linda Renée
(Last Name) (First Name) (Middle Name)

Present address 1219 Fontaine Lane St. Louis Mo. 63132
(Street) (City) (State) (Zip Code) (Tele. No.)

Permanent address 741-2342
(Street) (City) (State) (Zip Code) (Tele. No.)

Position desired:

Elementary Level -
(Grade) (List in Priority) (other)

Junior or Senior High School Social Studies
(Subjects)

Other Positions -

Date of Birth September 4, 1952 Height 5'6 Weight 112

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Married X No. of Children - Wife or Husband, living? Yes Divorced -

Separated - Number of persons wholly dependent upon you for support 0

Physical Defects (a) Sight - (b) Hearing - (c) Other Defects -

Condition of health for past two years Excellent

With what Community Organizations are you associated? Kate O'Reilly Scarry C... has worked with Vista, Kennedy Reading Clinic

In what recreations do you engage? Outdoor Tennis, Swimming, Skiing, ... Indoor Basket ball, Gymnastics, bowling, skating

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? Campfire - 4-H, Junior Achievement

Are you left handed? _____ or right handed? Yes

Would you arrange for a personal interview? Yes

Military Status Not applicable

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II. EDUCATION AND PROFESSIONAL TRAINING

High School Hazelwood Address Florissant, Mo Total Units 22.5

Diploma (Yes) No Dates of Attendance 1967 - 1970

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
Univ. Mo - St. Louis	1970	B.S.	Sociology	34	24	120
	1973	Educ				
Grand Total Credits 120						

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☒ No ☐ as of May 1973

Elem. 2 Yr. ☐ Life ☐ Secondary 2 Yr. ☐ Life ☒ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State —

Have you ever had a teaching certificate revoked? If so, explain with attached statement. No

Give last date in school Still attending Do you plan to continue graduate work? Yes

If so, in what field? Comp. and Guidance Place U. Mo. St. L.

Date Available for employment September 1973

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary
Univ. Mo - St. Louis	Educ 101	72-73	1	2 - 4	$3.50 - hr part time

Total years experience in Elementary Schools? — Junior High School? —

Senior High School? —. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 7 Subject Area (if applicable) Soc. Studies

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? —
If yes, explain with attached statement. ---

Why do you wish to leave your present position? or —
Why do you wish to return to teaching?

Why do you wish to teach here? Location of elementary & high school, [illegible] teaching

What salary are you receiving now? — What salary do you expect to receive here? —

VI. PROFESSIONAL GROWTH

What professional magazines do you read? Psychology Today, Today's Ed[illegible]

What books have you read during the past year? (Only related to teaching) Total - 12
Sullivan: Maturity, Psychology of Teaching and Learning, Law, Education and Teaching

Of what professional organizations are you a member? —

What professional recognition have you had?

Extent of travel United States, Europe, Canada, Mexico

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? —

Applicant's comment concerning the retention of children in primary grades

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? Experience in Cheerleading, Pep Club, Pep Banquets and dances, Student Council, Homecoming [illegible]

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction Have studied and used in Student Teaching

Audio Visual Aids Have studied and used in Student Teaching

Programmed Instruction Experience in college as a Teaching Assistant

Initial Teaching Alphabet (ita) —

Behavioral (measurable) Objectives Have studied and used in Student Teaching

SECTION IX., CONT.

Differentiated Staffing Student Teaching done with this program

Modern Mathematics —

Ability Grouping (Reading) —

Team Teaching Have studied and done reports on

Non-Graded Have studied only

Group Guidance —

Supervised Study Student teaching provided experience

Please comment on any other special training and/or experience(s) which you have had.

Along with student teaching and being an instructor at W.M.S.I., I did an extensive study of Hazelwood Last Year High Concerning 7th grade students and Reinforcement, which was recommended for publication.

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
Robert Packard	4554 Bruce Manor	Asst. Prof - U. Tenn
Wayne Sykes	2454 C. Rat Run Court	Faculty Advisor -
Mary Tracy	4825 Chesapeake	University Supervisor
Collette Tyler	Southern Westchester Rt.	Cooperating Teacher
Herb Krause	933 Chester Drive	Cooperating Teacher

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE February 6, 1973 SIGNATURE Linda Bayne Miller

(Completed application should be returned to Personnel Office)

HAZELWOOD SCHOOL DISTRICT
SECONDARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION FORM

Name of Applicant Munro (Besper) Linda Renée Date of Interview 4-30-73

Highest Degree Held B.S. Educ. College or University UMSL

Interview for 8th Soc. Stud position at C.R. Kirby Jr High
Subject Name of School

Indicate below your rating of the applicant by placing a check mark in the appropriate space:

	Superior	Average	Unsatisfactory	Comments
1. Knowledge of and preparation in subject area		✓		
2. Technical knowledge of learning processes and conditions		✓		
3. Knowledge, understanding, and appreciation of children		✓		
4. Skill in expression		✓		
5. Personal appearance and grooming	✓			
6. Poise, self-control, confidency		✓		
7. Attitude and sincerity toward teaching profession		✓		
8. Sense of humor		✓		

Additional comment or evaluation statement:

Recommended ☑ Not recommended for employment ☐ Hold for future consideration ☒

Position World Kulay Years of Creditable Experience 5

FOR CENTRAL OFFICE USE ONLY

☒ Contact for employment to begin on 9-1-73
Date

Signed

Department Chairman

Lawrence Tuzza
Principal

Coordinator of Secondary Education

Revised 1973

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The following are activities and honors that I was involved in during my three years of college at the University of Missouri at St. Louis that I believe would help to give a more complete estimate of my training, experience and character.

-I was a member of Delta Zeta Sorority for three years, of which I held two offices, that of president and of recording secretary.

-For two years I was chosen to be a varsity cheerleader

- In the Pep Club I held the office of publicity chairman

- I was appointed to be on the planning committees for Homecoming and the Student Affairs Banquet.

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- I served in the position of a guide for visiting parents and also members of the Missouri Legislature while at the campus.

- For two years my name appeared in Who's Who In American Colleges and Universities.

-The Office of Student Affairs presented me with a certificate in recognition of my "contribution to the U.M.S.L. Community".

-The Athletic Department presented me with a certificate "For Excellence in Athletic Attainment".

-I was on the Dean's List

-I served as an instructor in an introductory education course at U.M.S.L.

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STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED MUNRO LINDA B SOCIAL SECURITY NO. 488-[illegible]-7528

DATE ISSUED 06/26/73 (Mo. Day Yr.)

VALID FROM 07/01/72 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

DEGREES	Deg.	Yr.	If in Ed.
	BS	73	ED

UNIV OF STL

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE	CERTIFICATE CODE	
SCC ST 7-12	23	66
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

SUBJECT OR SERVICE	CERTIFICATE CODE
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]

COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void

[illegible]
Commissioner of [illegible]

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703774 STUDENT NUMBER

PERMANENT RECORD CARD

University of Missouri
ST. LOUIS
DIRECTOR OF ADMISSIONS

Munro, Besper, Linda Renee (NAME OF STUDENT)

Ernest Charles Besper (PARENT OR GUARDIAN)

12219 Fontaine Lane, St. Louis, Mo. 63138 (PERMANENT ADDRESS)

(ADDRESS)

PROBATION (SCH) ☐ DATE OF BIRTH 9-4-1952 PLACE OF BIRTH St. Louis, Missouri

ENTRANCE CREDITS

ADMITTED TO EVENING COLLEGE DATE June 1970

CREDITS FROM Hazelwood High School CONDITION

Florissant, Missouri GRAD June 1970

ADMITTED TO ARTS AND SCIENCES DATE Sept. 1970

ADMITTED TO SCHOOL OF EDUCATION DATE F72

ADMITTED TO DATE

ADMITTED TO DATE

ADMITTED TO DATE

DEGREE

DATE

UNIVERSITY CREDITS

GRADING SYSTEM CODE: ABCDF 6-DELAYED, 9-EXCUSED

MIL. ☐☐☐☐ PE. ☐☐☐☐

STUDENT NUMBER	COURSE	COURSE NUMBER	TERM	NORMAL CREDIT HOURS	GRADE	GRADE POINTS	CREDIT HOURS GRANTED	REMARKS
703774	GENERAL BIOLOGY	1	S70	3		B	3	
	GENERAL PSYCHOLOGY	1	S70	3		C	3	
703774	ENGLISH COMPOSITION	10	F70	3		B	3	
	STRUC MATH SYSTEMS I	50	F70	3		B	3	
	GENERAL PSYCHOLOGY	2	F70	3		C	3	
	MASTERPIECES OF ART	1	F70	3		C	3	
	AMERICAN CIV	3	F70	3		C	3	
703774	MATH SYSTEMS II	51	W71	3		P	3	
	CHILD PSYCHOLOGY	270	W71	3		A	3	

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	INTRO THRY MUSIC		134	W71	2		B	2		
	AMER CIVILIZATION II		4	W71	3		B	3		
	LITERARY TYPES		12	W71	3		A	3		
	ADOLESCENT PSYCH		271	W71	3		C	3		
703774	SCHL IN CONTEMP SOC		101	S71	3		A	3		
	WESTERN CIVILIZATION		10	S71	3		B	3		
	INTRO TO SOCIOLOGY		10	S71	3		B	3		
703774	INTRO AMER ECONOMY		40	F71	3		C	3		
	INTRO TO GEOGRAPHY		101	F71	3		C	3		
	ASIAN CIVILIZATION		210	F71	3		C	3		
	BLACK HISTORY		230	F71	3		B	3		
	GOV IN MOD SOCIETY		11	F71	3		C	3		
	SOCIOLOGICAL INQUIRY		20	F71	3		B	3		
703774	MAN CULTURE SOCIETY		11	W72	3		P	3		
	TECH OF SEC SCH TCHG		163	W72	3		B	3		
	PSYCH TCHG LEARNING		302	W72	3		A	3		
	SOCIAL PSYCHOLOGY		160	W72	3		B	3		
	SOCIOLOGICAL THEORY		110	W72	3		C	3		
	QUANTITATIVE TECHNQS		120	W72	3		B	3		
703774	GOV IN MOD SOCIETY 2	62	12	S72	3		6B	3	September 6, 1973	
	SOCIOLOGY OF FAMILY	69	224	S72	3		6A	3	January 10, 1973	
	SPECIAL STUDY-SOCIOL	69	350	S72	1		6A	1	January 10, 1973	
703774	PRACTICUM-PERFORMANC	27	361	F72	3		A	3		
	EUR EARLY MIDDLE AGE	38	334	F72	3		6B	3	March 9, 1973	
	RESEARCH METHODS-SOC	69	130	F72	3		B	3		
	SOC DEVIANT BEHAVIOR	69	200	F72	3		B	3		
	JUVENILE DELINQUENCY	69	214	F72	3		6C	3	May 17, 1973	

(OVER)

703774

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Munro,
Beaper, Linda Renee

STUDENT NUMBER	COURSE		COURSE NUMBER	TERM	NORMAL CREDIT HOURS	REPEAT	GRADE	CREDIT HOURS GRANTED	COMMENTS
703774	SEC SCHL STUD TCHG	27	271	W73	6		A	6	
	C&METH TCHG HIST&SS	38	265	W73	3		A	3	
	ASPECTS SOCIAL WORK	69	142	W73	3		B	3	
	INST&CONT CRIME&DEL	69	328	W73	3		B	3	15

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DEGREES AND CERTIFICATES

B.S. in Education - May 17, 1973
Social Studies - Sociology

NCATE I

APPLICATION FOR TEACHING POSITION

I. PERSONAL

Date MAY 15 1973

Soc. Security No. 489-22-1771

Mr. SCHNEIDER, DEANS, EDMUND
(Last Name) (First Name) (Middle Name)

Present address 426 GROVELAND CREVE COEUR, MO. 63141
(Street) (City) (State) (Zip Code) (Tele No.)

Permanent address 551 LUCKMAN ST. LOUIS, MO 63109 353-2250
(Street) (City) (State) (Zip Code) (Tele No.)

Position desired

Elementary Level
(Grade) (List in Priority) (other)

Junior or Senior High School SOCIAL, PROFESSIONAL READING - ENGLISH
(Subjects)

Other Positions

Date of Birth APRIL 11, 1947 Height 5'7" Weight 175

Married NO No of Children N/H Wife or Husband, living? N/H Divorced N/H

Separated ____ Number of persons wholly dependent upon you for support NONE

Physical Defects (a) Sight NONE (b) Hearing NONE (c) Other Defects NONE

Condition of health for past two years GOOD

With what Community Organizations are you associated? NONE

In what recreations do you engage? Outdoor BASKETBALL

Indoor READING

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? NO

Are you left handed? ____ or right handed? YES

Would you arrange for a personal interview? YES

Military Status ~~NO MILITARY SERVICE~~ 4-F (REJECTED)

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II EDUCATION AND PROFESSIONAL TRAINING

High School — [illegible] Address [illegible]

Grand Total Credits						

183

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☑ No ☐

Elem. 2 Yr. ☐ Life ☐ Secondary 2 Yr. ☐ Life ☑ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State MISSOURI — 2 YEAR CERTIFICATE FOR REMEDIAL & DEVELOPMENTAL READING

Have you ever had a teaching certificate revoked? If so, explain with attached statement [illegible]

Give last date in school [illegible] Do you plan to continue graduate work? YES [illegible]

If so, in what field? READING Place UNDECIDED [illegible]

Date Available for employment 5/17/73

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No of Yrs	No Teachers in System	Salar

Total years experience in Elementary Schools? [illegible] Junior High School? [illegible]

Senior High School? [illegible] Please indicate the grade level and or subject area in which your observ[illegible]

student teaching was done. Grade Levels [illegible] Subject Area of applicability [illegible]

Add to letter any additional information that will give a more complete estimate of your training, experience, ab[illegible]
ability. Credentials from placement office should be sent [illegible] Communications to Personnel Offi[illegible]

[illegible] expect to receive [illegible]

VI. PROFESSIONAL GROWTH

What professional magazines do you read? [illegible]

What books have you read during the past year? THE GRAPES OF WRATH - JOY LUCKLIN'S TRILOGY - JESSE, MACBETH AND GOLDILOCKS - BEHIND THE CLOSED DOOR, STEINBECK

Of what professional organizations are you a member? NONE

What professional recognition have you had? [illegible]

Extent of travel EAST & WEST COAST, SOUTHEAST & SOUTH CENTRAL STATES

BEST COPY AVAILABLE

VII FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? _____

Applicant's comment concerning the retention of children in primary grades _____

_____

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? ENGLISH AND READING ACTIVITIES AND CLUBS

_____

IX ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction _____

Audio Visual Aids _____

Programmed Instruction _____

Initial Teaching Alphabet _____

Behavioral Objectives _____

186

SECTION IX , CONT

Modern Mathematics _____

Ability Grouping (Reading) _____

Team Teaching _____

Non-Graded _____

Group Guidance _____

Supervised Study _____

Please comment on any other special training and/or experience(s) which you have had.

MY STUDENT TEACHING EXPERIENCE INCLUDED TWO CLASSES IN DEVELOPMENTAL READING. MY INTEREST IN THIS FIELD LED ME TO PURSUE READING AND DEVELOPMENTAL READING IN GRADUATE SCHOOL

187

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability)

Name	Address	Official Position
MRS. L. HACKNEY	7321 ½ BALSOM (CITY)	TEACHER
DR. K. WESLEY	702 KICKAPOO DR. (CITY)	STUDENT TEACHING COORDINATOR SLMSC U.
MS. J. CELLMEYER	7410 NORMANDIE (CITY)	TEACHER

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE MAY 15, 1973 SIGNATURE Dennis E. Schneider

(Completed application should be returned to Personnel Office)

HAZELWOOD SCHOOL DISTRICT
SECONDARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION FORM

Name of Applicant SCHNEIDER, DENNIS Date of Interview 5/25/73

Highest Degree Held BS. College or University CAPE.

Interview for KENDING position at KIRBY
Subject Name of School

Indicate below your rating of the applicant by placing a check mark in the appropriate space:

	Superior	Average	Unsatisfactory	Comments
1. Knowledge of and preparation in subject area	✓			
2. Technical knowledge of learning processes and conditions	✓			
3. Knowledge, understanding, and appreciation of children				
4. Skill in expression		✓		
5. Personal appearance and grooming		✓		

6. Poise, self-control, confidence		✓		
7. Attitude and sincerity toward teaching profession	✓			
8. Sense of humor	✓			

Additional comment or evaluation statements:
HE IS completing REQ FOR READING CERT.

Recommended [X] Not recommended for employment [ ] Hold for future consideration [ ]

Position KIRBY TEAM (ENGLISH) Years of Creditable Experience _____

FOR CENTRAL OFFICE USE ONLY

[X] Contact for employment to begin on

7-1-72
Date

Signed

Department Chairman

RWY Agee

118 C [illegible]

Commissioner of Secondary Education

Revised 1973

190

STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED SCHNEIDER DENNIS E SOCIAL SECURITY NO. 489-48-1978

DATE ISSUED 08/09/72 (Mo. Day Yr.)

VALID FROM 07/01/72 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

DEGREES	Deg.	Yr.	If in Ed.	
	BS	72	ED	SC MO ST COL

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE	CERTIFICATE CODE	
ENG 7-12	23	48

SUBJECT OR SERVICE	CERTIFICATE CODE	

COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void

An official list of certificates cancelled and void current to [illegible] the year of this certificate.

Commissioner of Education

191

July 7, 973

Dear Mr. Hall:

THIS IS TO INFORM YOU OF A CHANGE IN MY ADDRESS. CURRENTLY, I LIVE AT 5511 FINKMAN ST., ST. LOUIS, MO. 63109.

YOURS TRULY,

Dennis E. Schmidt

192

193

July 7, 1973

Mr. Dennis E. Schneider
420 Good Hope
Cape Girardeau, Mo. 63701

Dear Mr. Schneider:

Please find enclosed your contract to teach English at the Kirby Junior High School for the 1973-74 school year. Please sign both copies of the contract and return both copies to this office at your earliest convenience for Board of Education signatures and approval at the official Board of Education meeting on July 19, 1973.

We are requesting that you forward your Missouri teachers certificate and a complete transcript of all your college credits to this office as soon as they are available. If you do not have a valid certificate it is suggested that you make application for this certificate immediately so that you will be certified prior to your entering the classroom on September 4, 1973.

194

It is further requested that you keep us advised of any change of address so that we may forward appropriate information.

Please be assured we are happy to have you with us and we take this opportunity to welcome you to the Hazelwood teaching staff.

Very truly yours,

J. W. Nord
Director of Personnel

JWN/l
enc.

195

July 2, 1973

Mr. Dennis E. Schneider
5511 Finkman
St. Louis, Missouri 63109

Dear Mr. Schneider:

Mr. Francis C. Russ, Secondary Coordinator for the Hazelwood School District, has requested that we contact you to advise you that we have a teaching position for you at the Kirby Junior High School for the 1973-74 school year teaching English and Reading. We must know immediately if you will accept this position.

This is a firm commitment and we would appreciate hearing from you by telephone or by return mail whether or not you will accept this position. We will send you a contract within a few days of notification that you agree to accept this position.

We look forward to your early reply.

196

Very truly yours,

J. W. Hord
Director of Personnel

JWH/b
cc: 420 Good Hope
Cape Girardeau, Mo. 63701

197

FOR PERSONNEL OFFICE USE ONLY
Received AUG 2 2 1972
Acknowledge
Req. Credentials
Set Interview
Interview Date
Action

1/7 '73

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

FOR SUPERINTENDENT'S USE ONLY
Date 1-2-73
Assignment
Building
Salary
Signature

APPLICATION FOR TEACHING POSITION

I. PERSONAL

OFFICE PHONE #-921-3505

Date August 21, 1972

Soc. Security No. 493-50-6507

MRS. STUART JEANNE —
(Last Name) (First Name) (Middle Name)

Present address 885 ROBINWOOD, FLORISSANT, MO. 63033 921-6376
(Street) (City) (State) (Zip Code) (Tele. No.)

Permanent address SAME AS ABOVE
(Street) (City) (State) (Zip Code) (Tele. No.)

Position desired:

Elementary Level ~~THIRD, KINDERGARTEN~~ ALL
(Grade) (List in Priority) (other)

Junior or Senior High School _____
(Subjects)

Other Positions _____

Date of Birth SEPTEMBER 23, 1946 Height 5'7" Weight 130

Married YES No. of Children 0 Wife or Husband, living? YES Divorced _____

Separated _____ Number of persons wholly dependent upon you for support _____

Physical Defects (a) Sight NONE (b) Hearing NONE (c) Other Defects NONE

Condition of health for past two years EXCELLENT

With what Community Organizations are you associated? NONE

In what recreations do you engage? Outdoor BOATING, SWIMMING, SKIING, HORSEBACK RIDING

Indoor BOWLING

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? YES

Are you left handed? _____ or right handed? X

Would you arrange for a personal interview? YES

Military Status NOT APPLICABLE

564

198

199

II. EDUCATION AND PROFESSIONAL TRAINING

High School WEBSTER GROVES H.S. Address 100 SELMA Total Units ____

Diploma (Yes) No Dates of Attendance 1958-1964

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
MERAMEC COMM. COLL.	1964-65	—	LIBERAL			30
UNIV. OF KANSAS	1965-69	B.S.	ELEM. ED.		48	94

Grand Total Credits 134

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☑ No ☐

Elem. 2 Yr. ☐ Life ☑ Secondary 2 Yr. ☐ Life ☐ K-12 Life ☐

Certificate? Yes ☐ No ☐

Hold and give State ELEMENTARY EDUCATION OF KANSAS

liked? If so, explain with attached statement. No

Do you plan to continue graduate work? POSSIBLY

Place ____

IMMEDIATELY

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary
I HAVE HAD NO PROFESSIONAL EXPERIENCE AS YET					
ANTIOCH - STUDENT TCH.	KNDG.	1969	—		

Total years experience in Elementary Schools? NONE Junior High School? ____

Senior High School? ____. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level KINDER. Subject Area (if applicable) 565

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? NOT APPLICABLE
If yes, explain with attached statement. _____

Why do you wish to leave your present position? or:
Why do you wish to return to teaching? I am anxious to apply myself to the teaching profession.
Why do you wish to teach here? I have heard that you have a fine school district.

What salary are you receiving now? $6,000.00 What salary do you expect to receive here? $7500.00

VI. PROFESSIONAL GROWTH

What professional magazines do you read? NONE

What books have you read during the past year? THE GODFATHER, THE BOAT THAT WOULD NOT SINK

Of what professional organizations are you a member? NONE

What professional recognition have you had? NONE

Extent of travel U.S.A and BAHAMAS

202

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? PIANO, GUITAR

Applicant's comment concerning the retention of children in primary grades I have found throughout my student teaching experience that these children are able to retain a large percentage of what is presented to them.

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? _____

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction IN SWIMMING AND HORSEBACK RIDING - I'M PROFESSIONAL
Audio Visual Aids MOVIE PROJECTORS, SLIDE PROJECTOR
Programmed Instruction NONE
Initial Teaching Alphabet (ita) NONE
Behavioral (measurable) Objectives NONE

566

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SECTION IX., CONT.

Differentiated Staffing — None

Modern Mathematics — "

Ability Grouping (Reading) — "

Team Teaching — "

Non-Graded — "

Group Guidance — "

Supervised Study — "

Please comment on any other special training and/or experience(s) which you have had.

As I stated earlier, I have had no professional teaching experience as yet. I am anxiously looking forward to securing a teaching position as soon as possible.

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
PLACEMENT CREDENTIALS ARE AVAILABLE AT:		
UNIVERSITY OF KANSAS		
DEPARTMENT OF EDUCATION		
BAILEY HALL		
LAWRENCE, KANSAS 66044		

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE August 21, 1972 SIGNATURE Jeanne Shuar

(Completed application should be returned to Personnel Office)

HAZELWOOD SCHOOL DISTRICT
ELEMENTARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION

Complete in duplicate:
1 copy: application
1 copy: to Principal

Name of applicant: (Miss) (Mrs.) (Mrs.) Deanna Etta

Degree(s) held: B.S. Date 1967 From Univ. of Kansas
College or University

Degree expected: _____ Date _____ From _____

Interviewed for: Kindergarten ½ day
Position(s)

Indicate below your rating of applicant by placing check mark in proper space:

	Above Average	Average	Below Average	Comment
1. Knowledge of teaching responsibilities		X		
2. Personal appearance and grooming	X			
3. Quality of voice and expression		X		
4. Poise, self-control, confidence	X			
5. Personality	+			
6. Attitude toward profession	+			
7. Appreciates the significance of the educational code of ethics	—	—		
8. Expresses a spirit of mutual respect	X			

New ☑ Former ☐ : Reason for termination: Resignation ☐, Leave: Maternity ☐
Advanced Study ☐, Medical ☐, Other (Specify): _____
Additional comments or evaluation statement:

206

Miss Etta is presently working on I.A.(pc) in Kindergarten at Ed. She really wants full time teaching position. Therefore, she is not considered for this vacancy. Good candidate for 4th yr. student aged. Have seen her work.

☐ Recommended for _____ at _____.
Position School

☐ Recommended - No vacancy at my school.
☐ Not recommended

E. E. Kindred 11-20-70
Principal Date

Recommended for: _____ _____
Position School

Regular ☐

Years of creditable experience _____ _____ Prorated ☐
Salary

Further certification required: No ☐

If yes, explain: Yes ☐ 568
Elementary Coordinator

Effective date of employment (if other than the beginning of school term): _____

Rev: 3-19-71

207

BEST COPY AVAILABLE

HAZELWOOD SCHOOL DISTRICT
ELEMENTARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION

Complete in triplicate:
1 copy w/ application
1 copy to personnel

Name of applicant: (Miss) (Mrs.) First Name Last Name

Degree(s) held: BS Date _____ From Texas Woman's
College or University

Degree expected: _____ Date _____ From _____

Interviewed for: Teacher Asst. Aide
Position(s)

Indicate below your rating of applicant by placing check mark in proper space:

	Above Average	Average	Below Average	Comment
1. Knowledge of teaching responsibilities	✓			
2. Personal appearance and grooming	✓			
3. Quality of voice and expression	✓			
4. Poise, self-control, confidence	✓			
5. Personality	✓			
6. Attitude toward profession				
7. Appreciates the significance of the educational code of ethics				
8. Expresses a spirit of mutual respect				

New [ ] Former [ ] : Reason for termination: Resignation [ ], Leave: Maternity [ ]
Advanced Study [ ], Medical [ ], Other (Specify): _____
Additional comments or evaluation statement:

[X] Recommended for Teacher Asst. Aide Position at Greenview School
[ ] Recommended - No vacancy at my school.
[ ] Not recommended

Principal 4-22-72
Date

Recommended for: Teacher Aide Position Greenview School

Years of creditable experience _____ Salary _____

Regular [ ]
Pro-rated [ ]

Further certification required: No [ ]
If yes, explain: Yes [ ]
contact for acceptance.

J. E. Elson
Elementary Coordinator
8-30-72

Effective date of employment (if other than the beginning of school term _____
Feel her to call Mrs. for further details.

Rev: 5-19-7.

Complete in [illegible]:
1 copy w/[illegible]
1 copy for Principal

FAZILWOOD SCHOOL DISTRICT
ELEMENTARY SCHOOL [illegible] INTERVIEW
[illegible]

Name of applicant: (Miss) (Mrs.) (Mr.) Jeanne Stuart

Degree(s) held: B.S. Date 1969 From University of Kansas
College or University

Degree expected: _____ Date _____ From _____

Interviewed for: Grade 2. Position at Garrett School

Indicate below your rating of applicant by placing check mark in proper [illegible]:

	Superior	Average	Unsat.	Comments
1. Knowledge of subject		X		
2. Personal appearance and grooming		X		
3. Quality of voice and expression	X			
4. Poise, self-control, confidence	X			
5. Evidence of refinement and cultural background	X			
6. Wholesomeness of mental attitude	X			
7. Evidence of sincerity	X			
8. Sense of humor		X		
9. Attitude toward professional associations		X		

Additional comment or evaluation statement:

I feel Mrs. Stuart would be a good candidate. She seemed to be a friendly person who would get on well.

Recommended ☒ Not recommended ☐ Principal

Recommended for: 2nd Gr. Position Garrett School

Years of creditable Experience _____ _____ Salary Regular ☐

Further certification required: No ☐ Pro-rata ☐

If yes, explain: Yes ☐ Elementary Coordinator

Check Mo. Cert.

For use of Office of Superintendent only: 570

Approved for employment at salary of: _____ _____

Effective date 2-12-13 or ASAP.

STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED STUART JEANNE SOCIAL SECURITY NO. 493-50-6507

DATE ISSUED 08/14/72 (Mo. Day Yr.)

VALID FROM 07/01/72 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

DEGREES	Deg.	Yr.	
	BS	72	ED

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE		CERTIFICATE CODE	
ELEM	ELEM	02	47

SUBJECT OR SERVICE	CERTIFICATE CODE

COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void. An official list of certificate abbreviations and code numbers is shown on the reverse side of this certificate.

Commissioner of Education

212

[redacted], Jeanne 80994
Name Student No.
September 23, 1946 1964
Date of Birth Year of Graduation from H.S.
Webster Groves High Webster Groves, Mo.
Name of High School Town State

Eng. 4	Journalism	Speech	
Algebra 1	Geometry	Trigonometry	
Amer. History 1	Other History	Social Studies 1 3/4	
Gen. Science	Biology 1	Chemistry	Physics
French	German	Latin	Spanish 4
Commercial	Home Econ.	Art	Music 1
		Other Units 1½	

Dept.	No.	Title	Semester Hours	G.	
[redacted]		Meramec Community College*			
		Intro. to Bus. Adm.	3	C	
		Shorthand	3	D	
		Engl. Comp.	3	C	
		Gen. Biology	4	C	
		Prin. of Econ.	3	C	
		Accounting	3	D	
		Engl. Comp.	3	C	
		Alg. & Trig.	5	D	
		Prin. of Econ.	3	C	
		*Credit must be validated			
		Credit validated 1/3[illegible]			
THE UNIVERSITY OF KANSAS					
FALL	1965	1A 80994			
ENGL	3	COMPOSITION & LIT	3	B	
GEOG	6	FUND OF GEOGRAPHY	5	C	
MATH	11	PROBLTY & MATRICES	3	C	
SOC	1	ELEM OF SOCIOLOGY	3	C	
~~000.0~~ 030.0	014.0	014.0 017.0 1.21	4		~~014.0~~ 044.0
SPRING	1966	2A 80994			
ANTH	1	HUMAN ORIGINS	3	C	
HIST	7	HISTORY OF THE U S	5	D	
PSYC	1	GENERAL PSYCHOLOGY	3	C	
SPCH	1	FUNDMNTL OF SPEECH	2	C	

213

W C		W C PROG DISCUSS I		1	B	
~~000.0~~ 030.0	028.0	028.0 027.0		14		056.0
FALL 1966		3A 80994				
ANTH 52		MAN AND CULTURE		3	D	
ENGL 9		INTRODUCT TO NOVEL		3	C	
HDFL 15		INTR CHLD BEHVCOLY		4	A	
PSYC 156		MOTIVATION		3	C	
W C		WC PROG DISCUSS II		1		
~~000.0~~ 030.0	042.0	042.0 046.0		14		
SPRING 1967		3D 80994				
EDUC 50		EDUCTNL PSYCHOLOGY		3	B	
EDUC 51		MUS ELEM SCH TEACH		3	C	
HDFL 82		HEALTH OF FAMILY		2	C	
MATH 9		MODERN ELEM MATH I		3	C	
PSYC 163		PSYCH OF ADOLESCENT		3	C	
~~000.0~~ 030.0	056.0	056.0 060.0		14		
FALL 1967		3D 80994				
BOT 61		TREES AND SHRUBS		3	C	
EDUC 54		INTRO EDUC MEASUREMENT		2	C	
EDUC 55		ART ELEM SCH TEACH		3	C	
ENGL 66		LITER FOR CHILDREN		3	B	
ENGL 87		INTRO ENGLISH LANG		3	C	
030.0	070.0	070.0 077.0		14		100.0

572

Office of the Registrar
THE UNIVERSITY OF KANSAS
Lawrence, Kansas

214

Dept.	No.	Title	Semester Hours	G.	
SPRING 1968		4D 80994			
EDUC	62	TCH SOC STD EL SCH	2	B	
EDUC	63	TCH MATHSC EL SCH	3	C	
EDUC	64	TCH READ ELEM SCH	3	C	
GEOL	1	PHYSICAL GEOLOGY	5	C	
POLS	501	PRIN OF GOVERNMENT	3	C	
030.0	086.0	086.0 095.0 1.10	16		116.0
FALL 1968		4D 80994			
EDUC	52	INTRO SCHOOL ADMIN	2	C	
EDUC	85	STUD TCHG ELEM SCH	8	B	
EDUC	93	THE MODRN ELEM SCH	2	A	
SOC	96	MODERN SOC PRAC I	2	B	
SOC	97	MODERN SOC PRAC II	2	B	
W C	FRSC	W CIV EXAM 11JAN69	(2)	F	
030.0	104.0	102.0 125.0 1.20	16		132.0

Office of the Registrar
THE UNIVERSITY OF KANSAS
Lawrence, Kansas
PERMANENT RECORD

Stu. 080994 Page 2

INSTITUTIONAL RECOMMENDATION

This student has satisfactorily completed the regular NCATE accredited program of the University of Kansas for the preparation of teachers, has met all other standards of the University which are required for full recommendation for teaching and is specifically prepared to teach at the level indicated and in the subject field(s) indicated.

DALE P. SCANNELL
Dean, School of Education

Level: Elementary ☑ Secondary ☐

SUBJECT FIELD
Elementary Education

215

573

Degrees Awarded	Major	Date
Bachelor of Science in Education	Elementary Education	June 1, 1973

132 hrs

This is an Official Transcript if impressed with the seal of

The University of Kansas

William L. Daley
Registrar
by

7-17-73
Date

Address any questions about this transcript to the Registrar.

216

PLAINTIFF'S EXHIBIT 2 – VOLUME IX

217

FOR PERSONNEL OFFICE USE ONLY	
Received	MAR 20 1973
Acknowledge	
Req. Credentials	
Set Interview	
Interview Date	21 1973
Action	

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

APPLICATION FOR TEACHING POSITION

FOR SUPERINTENDENT'S USE ONLY	
Date	5-2-73
Assignment	5th
Building	Hazelwood
Salary	8,145
Signature	[illegible]

11: 02

I. PERSONAL

Date March 10 1973

Soc. Security No. 206-12-6047

Mr. Tighe (Last Name) Stephen (First Name) Edmond (Middle Name)

Present address 210 Carroll St. Hunt'sdale, Pa. (Street) (City) (State) 15431 (Zip Code) 253-1891 (Tele No.)

After July 1 Permanent address Georgetown Apt. Webster Groves Mo (Street) (City) (State) (Zip Code) (Tele No.)

Position desired: 822 B-1 Larkhill Drive, St. Louis 63119 961-2819

Elementary Level 6th, 5th, 4th (Grade) (List in Priority)

Junior or Senior High School (Subjects) (other)

Other Positions

Date of Birth Jan. 5, 1949 Height 5'9" Weight: 175#

Married yes No.of Children None Wife or Husband, living? yes Divorced ____

Separated ____ Number of persons wholly dependent upon you for support 2

Physical Defects (a) Sight None (b) Hearing None (c) Other Defects None

Condition of health for past two years Excellent

With what Community Organizations are you associated? Missy Softball Program in the Summer.

In what recreations do you engage? Outdoor Hunting, Fishing, Baseball, Tennis, Golf

Indoor Basketball

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? Yes, As a Member of the Boy Scouts

Are you left handed? ✓ or right handed? ____

Would you arrange for a personal interview? Yes

Military Status N.G.

218

II. EDUCATION AND PROFESSIONAL TRAINING

High School Honesdale High Address Honesdale, Pa Total Units 13

Diploma Yes / No ____ Dates of Attendance 1962-1966

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
Mansfield State Mansfield, Pa	1967-71	BS	Elem Ed	52	7	128
Maryland College Salisbury, Md	1971-75	—	Elem Ed	9	—	9
Grand Total Credits			Elem Ed	52	7	137

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☑ No ☐

Elem. 2 Yr. ☐ Life ☑ Secondary 2 Yr. ☐ Life ☐ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State New York - Penna

NO

Have you ever had a teaching certificate revoked? If so, explain with attached statement.

219

Give last date in school Jan 29 1973 Do you plan to continue graduate work? yes

If so, in what field? Elem Ed (Guid) Place St Louis U

Date Available for employment July, 1973

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary
Narrowsburg Central School Narrowsburg, N.Y.	6	1971-73	2	30	$8500.

Total years experience in Elementary Schools? 2 Junior High School? —

Senior High School? —. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 4 & 6 Subject Area (if applicable) —

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office

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V. GENERAL FACTS

Have you failed of re-election to a teaching position? No Where ? _____

If yes, explain with attached statement. _____

Why do you wish to leave your present position? or
Why do you wish to return to teaching? Being Married. Wife is Student — in med school

Why do you wish to teach here? Juv. School District has a Good Reputation

What salary are you receiving now? $8500. What salary do you expect to receive here? 9-10

VI. PROFESSIONAL GROWTH

What professional magazines do you read? Instructor, Reading Teacher

What books have you read during the past year? Catch 22, Bury My Heart — Wounded Knee

Of what professional organizations are you a member? N.Y. State Teachers C...

What professional recognition have you had? —

Extent of travel —

221

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? Trombone

Applicant's comment concerning the retention of children in primary grades Dislike only if ... does not Provide a Remedial Aid tutorial program or Summer Pro... to Aid Stu...

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? I have Coached Junior Varsity Basketball for the last two years - Plays

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction yes - 4th, 5th Individualized Instruction Vineland, N.J.

Audio Visual Aids yes - Course - Montclair State College

Programmed Instruction yes Do certain subject areas such as ... Cozart Bus...

Initial Teaching Alphabet (ita) Not really familiar with the program

Behavioral (measurable) Objectives yes Course - Evaluative Techniques - College of N.J. M.S.C.

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SECTION IX., CONT.

Differentiated Staffing yes - Student Teaching - English and Math - 4th gr. level

Modern Mathematics yes Course - Teaching Mod. Math - Dyer Exp.

Ability Grouping (Reading) yes - Course - Teaching Reading - Dyer Exp.

Team Teaching None

Non-Graded yes - Reading & Math 4, 5, 6 - Vineland - School

Group Guidance None

Supervised Study yes - Individual areas of Social Studies Science

Please comment on any other special training and/or experience(s) which you have had.

None

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X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality, scholarship and teaching ability.)

Name	Address	Official Position
Joseph Silker	Narrowsburg, N.Y	Principal
Thomas Daltycunde	Honesdale, Pa	Teacher
Kathleen Egall	Hawley, Pa	Teacher
Marie Schalck	Narrowsburg, N.Y	Teacher
James Walsh	New Milford, Pa	Teacher

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE Mar. 10, 1973 SIGNATURE Stephen E. Tighe

(Completed application should be returned to Personnel Office)

HAZELWOOD SCHOOL DISTRICT
ELEMENTARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION

Complete in duplicate:
1 copy w/application
1 copy for Principal

Name of applicant: (Miss) (Mrs.) (Mr.) Stephen E. Tighe

Degree(s) held: X Date 1971 From Mansfied State, Mansfield, Pa.
College or University

Degree expected: _____ Date _____ From _____

Interviewed for: 6th grade
Position(s)

Indicate below your rating of applicant by placing check mark in proper space:

	Above Average	Average	Below Average	Comment
1. Knowledge of teaching responsibilities		X		
2. Personal appearance and grooming	X			
3. Quality of voice and expression	X			
4. Poise, self-control, confidence	X			
5. Personality	X			
6. Attitude toward profession		X		
7. Appreciates the significance of the educational code of ethics		X		
8. Expresses a spirit of mutual respect		X		

New ☐ Former ☐ : Reason for termination: Resignation ☐ , Leave: Maternity ☐

Advanced Study ☐ , Medical ☐ , Other (Specify): _____
Additional comments or evaluation statement:

XXXX Recommended for 6th grade (Position) at Charbonier (School).

☐ Recommended - No vacancy at my school.
☐ Not recommended

_____ (Principal) 8-2-73 (Date)

Recommended for: 4th Gr (Position) Charbonier (School) 1973-74

Years of creditable experience _____ _____ (Salary)

Regular ☐
Pro-rated ☐

Further certification required: No ☐
Yes ☐

If yes, explain:

J. E. Eblen
Elementary Coordinator
8-21-73

Effective date of employment (if other than the beginning of school term) _____

Rev: 3-19-71

14?

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STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED TIGHE STEPHEN E SOCIAL SECURITY NO. 206-38-6047

DATE ISSUED 11/23/71 (Mo. Day Yr.)

VALID FROM 07/01/71 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

Degree	Yr.	If in Ed.
BS	71	ED

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE	CERTIFICATE CODE	
ELEM	02	47
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

SUBJECT OR SERVICE	CERTIFICATE CODE	
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void

Arthur L. Walkup
Commissioner of Education

227

Present address: 210 Carroll St.
Honesdale, Pa.

MANSFIELD STATE COLLEGE --

STUDENT'S NAME Stephen Edmund Tighe January 5, 1949
Home Address 310 16th Street, Honesdale, Pa. (Birth Date)

Sec. Sch. Honesdale Jr. Sr. High School 1966 (Graduated)
at Honesdale, Penna.

ENTRANCE Engl: UNITS Soc. St: Math:

2nd Sem 19 66 - 67	Hrs.	CR	GR	QP
English 1	3	3	C	6
Bonds of Speech	3	3	C	6
Man & Bio World	3	4	C	8
World Civiliz 2	3	3	C	6
Child Development	3	3	C	6
Health	2	1	C	2
Phy. Educ. 2	2	0	S	0
Orientation	1	0	S	0
		17		

2nd Sem. 19 67 - 68	Hrs.	CR	GR	QP
Lit West Wrld 2	3	3	C	6
Genl Psychology	3	3	C	6
Physical Geog.	3	3	C	6
Hist U.S. & Pa. 2	3	3	B	9
Intro to Music	3	2	B	6
Music for Elem Gds	2	1	B	3
Phys. Educ. 1	2	0	S	0
		15		

1st Sem. 19 67 - 68	Hrs.	CR	GR	QP
English 2	3	3	C	6
Intro to Art	3	2	B	6
Fund Conc Math 1	3	3	C	6
Cultural Geog	3	3	B	9
Wrld Civiliz 1	3	3	C	6
Hist U.S. & Pa. 1	3	3	C	6
Phys. Educ. 3	2	0	S	0
		17		

1st Sem. 19 68 - 69	Hrs.	CR	GR	QP
Lit West Wrld 1	3	3	C	6
Phy Sci for Elem 1	4	3	D	3
Educ Psychology	3	3	C	6
Geog U.S.& Canada	3	3	C	6
Physical Ed. 4	2	1	C	2
Tchg Music Elem Gds	3	2	C	4
		15		

GRADING SYSTEM

GRADE	Q.P.	GRADE	Q.P.
A (Excellent)	4	D (Passing)	1
B (Superior)	3	F (Failing)	0
C (Average)	2	E (Incomplete)	

WP — Withdrew passing
WF — Withdrew failing
S — Satisfactory U — Unsatisfactory
Aud. — Audited

Quality point average of 2 required for graduation.

ADVANCED STANDING: College

CUMULATIVE SUMMARY: Sem. Hrs. & Quality

DATE	5/67	1/68	5/68	1/69	5/69
S. HRS. SCHEDULED	17	34	49	64	79
S. HRS. EARNED	17	34	49	64	79
QUAL. PTS.	34	73	109	136	172
QUAL. PT. AV.	2.00	2.14	2.22	2.12	2.17
DEAN'S LIST					

Tighe (Last Name) Edmund (Middle) Stephen (First)

Degree awarded: B.S. in Educ
January 29,

MANSFIELD, PENNSYLVANIA — at candidate's request

CURRICULUM Elementary

(Place of Birth) Date Admitted January 26, 1967

Bio: Chem: Phys: Gen. Sci: Other:

Langs:

2nd Sem. 19 63 - 69	Hrs.	CR	GR	QP
Phy Sci for Elem 2	4	3	C	6
Prin of Supervision	3	3	B	9
Tchg Art Elem Gds	4	3	B	9
Methods 2 & Partic	4	4	C	8
Audio Visual Commun	3	2	C	4
		15		

1st Sem. 19 69 - 70	Hrs.	CR	GR	QP
Prin Sociology	3	3	C	6
Children's Lit	3	3	B	9
Teaching Reading	3	3	B	9
Tchg Arithmetic	3	3	B	9
Methods 1	4	4	B	12
Eval Techniques	2	2	B	6
		18		

2nd Sem. 19 69 - 70	Hrs.	CR	GR	QP
Lab Tech Elem Sch	2	2	A	8
Human Growth & Devel	3	3	C	6
Prof Sp Lang Impl				
Sch Law	2	2	A	8
Europe 20th Cent	3	3	C	6
Hist Mod Germany	3	3	B	9
Hist & Phil of Ed	3	3	B	9
Int Except Child	3	3	C	6
		19		

1st Sem. 19 70 - 71	Hrs.	CR	GR	QP
Student Teaching	30	12	B	36
		12		
		12 Total		

ACCREDITED BY
NATIONAL COUNCIL FOR
ACCREDITATION OF TEACHER
EDUCATION, WASHINGTON, D.C.

Sem. Hrs.

Pts.	Total required for degree:	128 S. H.
1/70	5/70 1/71	
97	11[illegible] 123	
97	116 128	
223	273 309	
2.29	[illegible].35 2.41	

Certified correct copy of record of person named above

Marie Myers Registrar

Mansfield State College
Mansfield, Pennsylvania

Date NOV 10 1971

Certified in: Elementary Certif. No Type 61
1971 Date: January 1971

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FOR PERSONNEL OFFICE USE ONLY	
Received	MAR 1 6 1972
Acknowledge	MAR 1 6 1972
Req. Credentials	
Set Interview	
Interview Date	[illegible]
Action	[illegible]

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

FOR SUPERINTENDENT'S USE ONLY	
Date	3-14-72
Assignment	[illegible]
Building	[illegible]
Salary	[illegible]
Signature	[illegible]

APPLICATION FOR TEACHING POSITION

Let 9:00 - 3-24-72 - Mr Ford

I. PERSONAL

Date 3-11-72

Soc. Security No. [illegible]

Mr. [illegible] (Last Name) [illegible] (First Name) [illegible] (Middle Name)

Present address [illegible] (Street) [illegible] (City) [illegible] (State) [illegible] (Zip Code) [illegible] (Tele. No.)

Permanent address [illegible] (Street) [illegible] (City) [illegible] (State) [illegible] (Zip Code) [illegible] (Tele. No.)

Position desired:

Elementary Level [illegible] (Grade) (List in Priority) [illegible] (other)

Junior or Senior High School [illegible] (Subjects)

Other Positions [illegible]

Date of Birth [illegible] Height [illegible] Weight [illegible]

Married [illegible] No.of Children [illegible] Wife or Husband, living? [illegible] Divorced [illegible]

Separated [illegible] Number of persons wholly dependent upon you for support [illegible]

Physical Defects (a) Sight [illegible] (b) Hearing [illegible] (c) Other Defects [illegible]

Condition of health for past two years [illegible]

With what Community Organizations are you associated? [illegible]

[illegible]

In what recreations do you engage? Outdoor [illegible]

Indoor [illegible]

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? [illegible]

[illegible]

Are you left handed? [illegible] or right handed? [illegible]

Would you arrange for a personal interview? [illegible]

Military Status [illegible]

22[illegible]

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II. EDUCATION AND PROFESSIONAL TRAINING

High School [illegible] Address [illegible] Total Units [illegible]

Diploma (Yes / No) _____ Dates of Attendance 1963 - 1967

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Sem. Credits
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]					
Grand Total Credits						

Please mark appropriate boxes: IN AUG 1972

Do you hold a certificate valid in Missouri? Yes ☐ No ☐

Elem. 2 Yr. ☐ Life ☒ Secondary 2 Yr. ☐ Life ☐ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State NONE

Have you ever had a teaching certificate revoked? If so, explain with attached statement. NO

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Give last date in school 1972 Do you plan to continue graduate work? ____

If so, in what field? _____ Place _____

Date Available for employment AUG 1972 - [illegible]

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary

Total years experience in Elementary Schools? [illegible] Junior High School? ____

Senior High School? ____. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 4 Subject Area (if applicable) ____

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

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V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? _____

If yes, explain with attached statement. _____

Why do you wish to leave your present position? or

Why do you wish to return to teaching? I'D LIKE TO TEACH TO BE ... TO DO

THIS BY ... I'D LIKE ... IN EDUCATION

Why do you wish to teach here? I FEEL THAT IT IS A GOOD DISTRICT ... WITH TOP...

What salary are you receiving now? ... What salary do you expect to receive here _____

VI. PROFESSIONAL GROWTH

What professional magazines do you read? ... TRAINER, WISC. - DUKE

TEACHER, I DON'T ... BOOK AND ... OF

What books have you read during the past year? "BLOOM'S TAXONOMY", ...

"POWDERED" DEVELOPMENTAL ... & "MEDICAL ART

"HANDBOOK FOR ... TEACHING"

Of what professional organizations are you a member? NONE - I WAS ... TIME

... MILITARY ...

What professional recognition have you had? _____

Extent of travel ... ...

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? _____

Applicant's comment concerning the retention of children in primary grades _____

I ... WITH THE ... OF THE ... AT

AND ... THEM ... TIME ...

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITION

List activities you can direct? _____

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction _____

Audio Visual Aids _____

Programmed Instruction _____

Initial Teaching Alphabet (ita) _____

Behavioral (measurable) Objectives _____

BEST COPY AVAILABLE

SECTION IX., CONT.

Differentiated Staffing [illegible]

Modern Mathematics [illegible]

Ability Grouping (Reading) [illegible]

Team Teaching [illegible]

Non-Graded [illegible]

Group Guidance [illegible]

Supervised Study [illegible]

Please comment on any other special training and/or experience(s) which you have had.

[illegible]

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality, scholarship and teaching ability.)

Name	Address	Official Position
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible] 788-0013	[illegible]	[illegible]
DR. T. [illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

[illegible]

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE 2-21-72 SIGNATURE [illegible]

(Completed application should be returned to Personnel Office)

HAZELWOOD SCHOOL DISTRICT
ELEMENTARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION

Complete in duplicate:
1 copy w/application
1 copy for Principal

Name of applicant: ~~(Miss)~~ (Mrs.) ~~(Mr.)~~ TROST, VON CLOEDT MADONNA ANN

Degree(s) held: B.S. Date 72 From MO. U. ST. LOUIS
College or University

Degree expected: _____ Date _____ From _____

Interviewed for: 6
Position(s)

Indicate below your rating of applicant by placing check mark in proper space:

	Above Average	Average	Below Average	Comment
1. Knowledge of teaching responsibilities	X			
2. Personal appearance and grooming	X			
3. Quality of voice and expression	X			
4. Poise, self-control, confidence	X			
5. Personality	X			
6. Attitude toward profession	X			
7. Appreciates the significance of the educational code of ethics	X			
8. Expresses a spirit of mutual respect	X			

New [X] Former [ ] : Reason for termination: Resignation [ ], Leave: Maternity [ ]
Advanced Study [ ], Medical [ ], Other (Specify): _____
Additional comments or evaluation statement:

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[X] Recommended for 6 TH GRADE at ARMSTRONG SCHOOL
Position School

[ ] Recommended - No vacancy at my school.
[ ] Not recommended

Edward H Trost 7-3-72
Principal

Recommended for: Gr. 6 Armstrong 1972-73
Position School

Years of creditable experience _____ _____
Salary

Regular [X]
Pro-rated [ ]

Further certification required: No [ ]
Yes [ ] *

If yes, explain: Pending graduation

J E Baker
Elementary Coordinator
4-10-72

Effective date of employment (if other than the beginning of school term): _____

Rev: 3-19-71

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...225

STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED TROST MADONNA A

SOCIAL SECURITY NO. 497-52-6566

DATE ISSUED 08/01/72 (Mo. Day Yr.)

VALID FROM 07/01/72 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

DEGREES	Deg.	Yr.	Yr. in Ed.	
	BS	[illegible]	ED	UNIV MO STL

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE	CERTIFICATE CODE	
ELEM	03	47

SUBJECT OR SERVICE	CERTIFICATE CODE	

COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void

An official list of certificate abbreviations and code numbers is shown on the reverse side of the certificate.

Commissioner of Education

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PERMANENT RECORD CARD

University of Missouri
AT ST. LOUIS
DIRECTOR OF ADMISSIONS

Cloedt, Madonna Ann
(NAME OF STUDENT)

Julius Von Cloedt, Jr.
(PARENT OR GUARDIAN)

7700 Woodstock St. Louis, Missouri 63135
4715 Nebbins Lane St. Louis Missouri 63121
(PERMANENT ADDRESS)

(ADDRESS)

PROBATION (SCH) ☐ DATE OF BIRTH 11-24-1948 PLACE OF BIRTH St. Louis, Missouri

ENTRANCE CREDITS

ADMITTED TO EVENING COLLEGE DATE Feb. 1968
CREDITS FROM Incarnate Word CONDITION
St. Louis, Missouri GRAD June 1967
ADMITTED TO SCHOOL OF EDUCATION DATE Feb. 1971

ADMITTED TO COLLEGE OF ARTS & SCIENCE DATE Feb. 1965
ADMITTED TO DATE
ADMITTED TO DATE
DEGREE
DATE

UNIVERSITY CREDITS

GRADING SYSTEM CODE | ABCDF 6-DELAYED, 8-EXCUSED | MIL. P.E.

STUDENT NUMBER	COURSE	COURSE NUMBER	TERM	NORMAL CREDIT HOURS	GRADE	CREDIT HOURS GRANTED	REMARKS
677603	LITERARY TYPES	12	W68	3	C	3	
	AMERICAN CIV	4	W68	3	C	3	
	BASIC ALGEBRA	03	W68	3	B	3	
677603	COLLEGE ALGEBRA	10	S68	3	B	3	
677603	PRINCIPLES I ECON	50	F68	3	C	3	
	COMPOSITION ENGLISH	10	F68	3	C	3	
	ELE TRANSCEN FUNCT	11	F68	3	B	3	

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677603	AMERICAN CIVILIZ	3	W69	3		B	3	
	ANAL GEOM CAL I	80	W69	5		D		
	HUMAN ORIGINS	10	W69	3		D	3	
677603	PRIN OF ECON 2	51	S69	3		C	3	
	MAJOR QUES IN PHILOS	50	S69	3		C	3	
677603	SURVEY CALCULUS	101	F69	4		D	4	
	GENERAL BIOLOGY	1	F69	3		D	3	
	FUNDMTL FINAN ACCT	140	F69	3		F		
	MASTERPIECES OF ART	1	F69	3		B	3	
677603	PLACED ON SCHOLASTIC PROBATION - JANUARY 27,1970							2/25/70
677603	HIST OF WESTERN ART	102	W70	3		A	3	
	ART ACTIV ELEM SCH	139	W70	3		B	3	
	AMER LITERATURE II	172	W70	3		B	3	
	WORLD REGIONS	102	W70	3		D	3	
677603	REMOVED FROM SCHOLASTIC PROBATION - JULY 1,1970							7/23/70
677603	STRUC MATH SYSTEM I	50	S70	3		D	3	
	APPROACHES TO ETHICS	101	S70	3		D	3	
677603	GENERAL PSYCHOLOGY	1	F70	3		P	3	
	GOVT IN MOD SOCIETY	11	F70	3		P	3	
	SCHOOL IN CONTEM SOC	101	F70	3		C	3	
	EFFECTIVE SPEAKING	101	F70	3		D	3	
	PE ACTIV ELE SCH	155	F70	3		C	3	
677603	PLACED ON SCHOLASTIC PROBATION - JANUARY 28,1971							2/24/71

(OVER)

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Trost
Von Ehrat, Madonna Ann

	COURSE	COURSE NUMBER	TERM	NORMAL CREDIT HOURS			CREDIT HOURS EARNED	REMARKS
677603	GEN PSYCHOLOGY II	2	W71	3		D	3	
	CHILD LIT & LANG ART	150	W71	3		B	3	
	MEDIEVAL ART	310	W71	3		C	3	
	ELEM SCHL ORGANIZTN	140	W71	3		B	3	
	INTRO THRY MUSIC	134	W71	2		C	2	
677603	REMOVED FROM SCHOLASTIC PROBATION - JUNE 5,1971							6/25/71
677603	TCHG SOC STDIES ELEM	152	S71	3		A	3	
	GENERAL GEOLOGY	1	S71	4		B	4	
	CHILD PSYCHOLOGY	270	S71	3		P	3	
677603	TCHG SCI ELE SCH	151	F71	3		A	3	
	TCHG MATH ELE SCH	153	F71	3		B	3	
	PSYCH TCHG&LEARNING	302	F71	3		A	3	
	TCHG RDNG ELEM SCH	325	F71	3		A	3	
	ELEM SCHOOL MUSIC	137	F71	2		B	2	
677603	ELEM STUDENT TEACHNG	251	W72	6		A	6	
	ELEMNTS HEALTH EDUC	110	W72	3		A	3	
677603	GENERAL BIOLOGY LAB 13	3	S72	2		P	2	
	GOV IN MOD SOCIETY 1 62	11	S72	3		P	3	

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DEGREES AND CERTIFICATES	
B.S. in Education - August 11, 1972	

FOR PERSONNEL OFFICE USE ONLY

Received

Reg. Cards Rec'd

1st Interview

Interview Date

Action

HAZEL[illegible] SCHOOL DISTRICT

APPLICAT[illegible]

FOR SUPERVISOR

Type

Assignment

Start Date

Salary

Signature

I. PERSONAL

Date January 30, 197[illegible]

Soc. Security No. 4[illegible]

M[illegible] Faye [illegible]
(Last Name) (First Name) (Middle Name)

Present address [illegible] [illegible] [illegible] [illegible]
(Street) (City) (State) (Zip Code) (Tele No.)

Permanent address [illegible]
(Street) (City) (State) (Zip Code) (Tele No.)

Position desired: [illegible] St. Louis, Mo. 6310[illegible] 8[illegible]

Elementary Level
(Grade) (List in Priority) (other)

Junior or Senior High School [illegible]
(Subjects)

Other Positions

BEST COPY AVAILABLE

Date of Birth April 28, 1949 Height 6' Weight 170

Married yes No of Children none Wife or Husband, living? yes Divorced —

Separated — Number of persons wholly dependent upon you for support 0

Physical Defects (a) Sight good (b) Hearing good (c) Other Defects none

Condition of health for past two years excellent

With what Community Organizations are you associated? none

In what recreations do you engage? Outdoor yes Indoor reading, bridge

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? yes

Are you left handed? — or right handed? yes

Would you arrange for a personal interview? yes anytime after 3-17 Bob

Military Status 1-A

II EDUCATION AND PROFESSIONAL TRAINING

College Attended	Dates Attended	Degree	Date Degree Received	Semester Hours	Quarter Hours	Grade Points
[illegible]	[illegible]	—	[illegible]	23	23	23
[illegible]	[illegible]	—	[illegible]	16	—	—
Grand Total Credits						

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☒ No ☒

Elem. 2 Yr. ☐ Life ☐ Secondary 2 Yr. ☐ Life ☐ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☒ No ☐

List any other teaching certificates you may hold and give State Oklahoma Kansas teaching certificate.

Have you ever had a teaching certificate revoked? No If so, explain with attached statement

Give last date in school _____ Do you plan to continue graduate work? I am currently a graduate student

If so, in what field? _____ Place _____

Date Available for employment August 1972

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary

Total years experience in Elementary Schools? none Junior High School? none

Senior High School? none Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 10, 11, 12 Subject Area (if applicable) English

Add by letter any additional information that will give a more complete estimate of your training, experience, character ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

SECTION IX, CONT.

Differentiated Staffing

Modern Mathematics

Team Teaching

Non-Graded

Group Guidance

Supervised Study

Please comment on any other special training and/or experience(s) which you have had.

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
All of my [illegible] are [illegible] in [illegible]	[illegible] 5 years.	[illegible]

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE January 30, 1972 SIGNATURE [signature]

(Completed application should be returned to Personnel Office)

HAZELWOOD SCHOOL DISTRICT
SECONDARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION FORM

Name of Applicant Gary Vejvoda Date of Interview 4-30-73

Highest Degree Held B.A.? College or University Fort Hays State Colb.

Interview for History (Subject) position at St. Hugh (Name of School)

Indicate below your rating of the applicant by placing a check mark in the appropriate space:

	Superior	Average	Unsatisfactory	Comments
1. Knowledge of and preparation in subject area		✓		
2. Technical knowledge of learning processes and conditions		✓		No reference
3. Knowledge, understanding, and appreciation of children		✓		
4. Skill in expression		✓		
5. Personal appearance and grooming		✓		

6. Poise, self-control, confidence		✓		
7. Attitude and sincerity toward teaching profession		✓		
8. Sense of humor		✓		

Additional comment or evaluation statement: string in World History

Recommended [X] Not recommended for employment [ ] Hold for future consideration [✓]

Position [illegible] Years of Creditable Experience _____

FOR CENTRAL OFFICE USE ONLY

[ ] Contact for employment to begin on

9-1-73
Date

[signature]
Signed

[signature]
Department Chairman

[signature]
Principal

[signature] 309
Coordinator of Secondary Education

Revised 1973

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c

STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED VEJVODA GARY SOCIAL SECURITY NO. 491-50-8232

DATE ISSUED 04/10/72 (Mo. Day Yr.)

VALID FROM 07/01/71 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

DEGREES	Deg.	Yr.	If in Ed.
	BA	71	ED

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE	CERTIFICATE CODE	
SOC ST 7-12	22	66

SUBJECT OR SERVICE	CERTIFICATE CODE	

COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void

[signature]
Commissioner of Education

255

College Record

Dept.	Course	Cl.	Gr	Sem Hrs	Pts
Forest Park Comm. College, St. Louis, Mo.					
	Fall 1967				
Eng	Engl Comp Devel 1		C	3	3
Eng	Dev Reading 2		B	2	4
Math	Mod College Math 1 111		C	3	3
Lang	Elem German 1 101		W	(4)	-
Hist	Western Civ 1 111		A	3	9
	Spring 1968				
Lang	Elem French 1 101		B	4	8
Educ	Prin of Secon 1 101		WP	(3)	-
Hist	American Hist II 102		C	3	3
Hist	West Civ II 112		B	3	6
Psy	Gen Psych 1 201		C	3	3
	Summer 1968				
Eng	English Comp I 101		B	3	6
Pol S	American Gov't Nat'l 101		D	3	0
	Fall 1968				
Eng	English Comp II 102		D	3	0
Lang	Elem French 102		C	4	4
Hist	American Hist I 101		A	3	9
Phil	History of Phil 1 201		B	3	6
	Spring 1969				
Lang	Interm French I 201		D	4	0
Biol	Intro Biology 101		W	(4)	-
Soc	Intro Sociology 100		A	3	9
Psy	Gen Psych II 202		B	3	6
Phil	Hist West Phil 2 202		C	3	3
	Summer 1969				
Soc	American Soc Prob 210		C	3	3
Phil	Intro to Phil 101		B	3	6
60	Sem Hours Accepted on Degree			62	
	F.H.K.S.C.				
491508232	FALL 1969				
PHYS	PHYS SCIENCE 1		C	5	5
HIST	EARLY NATL PER 161		B	3	6
HPER	BEGIN TENNIS 20		B	1	2
POLS	HIST POL THEOR 170		B	3	6
ART	HIST MOD ART 75		D	3	3
15 19	1.26 77 110 1.42			77	
491508232	SPRING 1970				
HPER	BOWLING 3		D	1	
SPCH	FUND OF SPEECH 29		A	3	9
EDUC	FOUND OF EDUC 40		B	3	6
HIST	CONTEMP AM HIS 169		B	3	6
HIST	HIST OF ROME 52		B	3	6
BIOL	GEN BIOLOGY 1		C	3	3
16 30	1.87 93 140 1.50			93	

Dept.	Course	Cl	Gr		Pts
491508232	FALL 1970				
GEOL	OUR GEO ENVRNT 1		C	3	3
HIST	HISTORICL METH 299		C	3	3
ART	HIST ART ANC 20		C	3	3
ENG	INTRO TO LIT 26		C	3	6
HIST	HIST FAR EAST 175		B	1	6
EDUC	HUM GRTH DEVEL 56		C	3	3
18 21	1.16 111 161 1.45				
491508232	SPRING 1971				
EDUC	EDUC PSYCH 90		C	3	3
EDUC	DIR TCH SEC SC 96		A	8	24
EDUC	THE SEC SCHL 94		A	4	12
EDUC	METH SEC EDUC 95		B	2	4
HIST	TCH SEC SOC ST 90		B	2	4
19 47	2.47 130 208 1.60				
491508232	SUMMER 1971				
ECON	INTR ECONOMICS 35		B	3	6
HIST	MIDDLE AGES 158		A	3	9
HIST	HIST OF SPAIN 149		B	3	6
9 21	2.33 139 224 1.64				
	EFFECTIVE FALL 1971 FHKSC CHANGED FROM A 3-POINT TO A 4-POINT GRADE POINT SYSTEM.				
491508232	INTER-1972				
	Read in History				
HIST	(F NIETZSCHE) 255		G	A	4
1 4	4.00 10 37 3.70				
491508232	SPRING 1972				
HIST	EUR INTELL HIS 154		G	A	12
HIST	READ HISTORY 355		G	B	9
HIST	EUROPE SN 1914 156		G	A	12
6 21	3.50 16 58 3.62				

Continued on Page 2

H.S GRADUATE Bishop DuBourg, St. Louis, Mo. '67

Baccalaureate Degree: B.A.	Graduate Degree:	Date
Major History	Major	

Course Numbers:		
1-49 ..... Fr.So.	100-199 .... Jr.Sr.Gr.	Credit in Sem. Hours
50-99 ..... Jr.Sr.	200-299 ..... Sr.Gr.	16 Week Semesters
	300-399 .... Gr. Only	120 Academic Hours
	400-499 ..... 6th Yr.	Required for Degree

Student in good standing unless otherwise indicated.

James V. Kellerman
REGISTRAR

Fort Hays Kansas State College
Hays, Kansas

311

Name Nejvoda Birth Date 29 Apr 1949 Place St. Charles, Mo.
Student's Home Address St. Louis, Mo. Parents Address St. Louis, Mo.

491 50 8232 Record of Gary Francis

Page 1

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Course	Cr.	Gr.	Sem Hrs	Pts	Dept.	Course	Cr	Gr
Summer 1972								
ren Revolutn 157	G	A	3	12				
Sem Mar Intell 395	G	A	3	12				
Thesis 399	G		(5)					

Vajvels

H.S. GRADUATE

Baccalaureate Degree: Date

Major

Graduate Degree: Date

Major

Course Numbers:		
1-49 . . . . . Fr.So.	100-199 . . . . Jr.Sr.Gr.	Credit in Sem. Hours
50-99 . . . . . Jr.Sr.	200-299 . . . . . Sr.Gr.	18 Week Semester
	300-399 . . . . Gr. Only	120 Academic Hours
	400-499 . . . . . 6th Yr.	Required for Degree

Student in good standing unless otherwise indicated.

REGISTRAR James V. Kellerman

Fort Hays Kansas State College

Hays, Kansas

December 4, 1972

Mr. & Mrs. Gary Vajvoda
5745 A Pinkman
St. Louis, Missouri
63109 Phone - 481-2299

Dear Mr. Ward,

I am writing concerning the letter my husband and I received from your office last week. We are both interested in keeping our records activated in your files.

Although I am currently teaching, my husband was unable to find a full time teaching position, and he is currently working for the Board of Education for the St. Louis Public Schools as a Permanent Substitute. We would definitely be interested in coming for an interview in your school district sometime in the near future if you think that there would be a possibility that you would have an opening for the Spring Semester of 1973. We is certified to teach Social Studies in Grades 7-12. We has finished all of his graduate work at Fort Hays Kansas State College in Intellectual History except for his thesis.

Thank you for your consideration.

Mary Jo Vajvoda

BEST COPY AVAILABLE

...during my freshmen school ...school and was ranked by ...all term at Du Bourg. I ...recent Park Community ...College with considerable ...

...obtaining an education in- ...reason that I decided upon ...controversy and exchange of ...education rests.

...life up to this ... and experiences ... of my life, and that of my

An interest in athletics ... years. This interest ... my participation on the ... went on to play college ... College and Fort Hays Kansas State College ... success.

During college, my concern for obtaining an education increased immeasurably. It is for this reason that I decided upon a teaching career, because I enjoy controversy and exchange of ideas upon which the foundation of education rests.

My work experience has included much that will be beneficial to me as a teacher. Aside from my participation in athletics, I have been a counselor for disadvantaged children in a program offered by the Junior College where I was a student. I enjoyed very much working with these young people in this program. It proved to be both an enlightening and informative experience. My present position as the Assistant Manager of a men's dormitory is also an invaluable learning experience. The job entails working in an administrative capacity as well as the involvement on a personal level with the students living in the hall. With such working experience as this, I am sure that my chances of becoming a good teacher have improved considerably.

Sincerely,
Gary Lejeune

Received FEB 2 3 1973
Acknowledge
Req. Credentials
Set Interview
Interview Date
Action

HAZELWOOD SCHOOL DISTRICT
15955 New Halls Ferry Rd.
Florissant, Mo. 63031

APPLICATION FOR TEACHING POSITION

Date
Assignment
Building
Salary
Signature

I. PERSONAL.

Date February 18, 1973

Soc. Security No. 504-42-3626

M. Vincent Jerry Charles
(Last Name) (First Name) (Middle Name)

Present address 6[illegible] Monroe, Apartment 3, Springfield, Missouri [illegible]
(Street) (City) (State) (Zip Code) (Tele No.)

Permanent address same as above
(Street) (City) (State) (Zip Code) (Tele No.)

Position desired

Elementary Level
(Grade) (List in Priority)

Junior or Senior High School Electronics, Junior High Industrial Arts, Sr. High Indus.
(Subjects)

Other Positions
(other)

Date of Birth January 15, 1943 Height 5'5" Weight 145

Married Yes No. of Children none Wife or Husband, living? Divorced

Separated Number of persons wholly dependent upon you for support none

Physical Defects (a) Sight none (b) Hearing none (c) Other Defects none

Condition of health for past two years excellent

With what Community Organizations are you associated? none

In what recreations do you engage? Outdoor tennis, bicycle riding, swimming

Indoor photography, electronic hobbies

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? no

Are you left handed? yes or right handed?

Would you arrange for a personal interview? yes

Military Status 1-A

Dates of Attendance [illegible] Total Units

	Years Attended		Major Specialization	Units In Major	Units In Minor
Grand Total Credits					

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☒ No ☐

Elem. 2 Yr. ☐ Life ☐ Secondary 2 Yr. ☐ Life ☐ K-12 Life ☒

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State none

Have you ever had a teaching certificate revoked? If so, explain with attached statement no

Date last date in school recently enrolled you plan to continue graduate work? eventually

If so, area of field? no definite plans Place

Date Available for employment

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No of Yrs	No. Teachers in System	Salary

Total years experience in Elementary Schools? Junior High School?

Senior High School? Please indicate the grade level and or subject area in which most of your student teaching was done. Grade Level Subject Area if applicable Elementary

All the letters and additional information that will give a more complete estimate of your training, experience, etc. Applications from placement offices should be sent at earliest convenience to Personnel Office

BEST COPY AVAILABLE

Modern Electronics

Basic Electronics

Industrial Electronics

Basic Mathematics

Supervised Study

Please comment on any special training or experience which you have had.

1 semester of [illegible] on electronics instructor.

X. [illegible] REFERENCES

(Give at least five references, including especially superintendent's, principals, and fellow teachers with whom you have taught, who have personal knowledge of your character, personality, scholarship and [illegible] Please write to them at once at the Southwest Missouri [illegible], Springfield, Missouri

Name	Address	Official Position
[illegible]	[illegible]	Head of [illegible] Dept.
[illegible]	[illegible]	[illegible] Principal
[illegible]	[illegible]	[illegible] Principal
[illegible]	[illegible]	[illegible] Supervisor
[illegible]	[illegible]	Personnel [illegible] Supervisor

[illegible]

The statements made herein are true to the best of my knowledge and belief:

DATE [illegible] SIGNATURE _____

(Completed application should be returned to Personnel Office)

[illegible]

1. [illegible] of participation in school [illegible]	✓			
2. [illegible] of learning resources and conditions	✓			
3. [illegible], understanding, and appreciation of children		✓		
4. Skill in expression	✓			
5. Personal appearance and grooming	✓			

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6. Poise, self-control, confidence	✓			
7. Attitude and sincerity toward teaching profession	✓			
8. Sense of humor	✓			

Additional comment or evaluation statement: This man appears to be an efficient worker in the area of electricity. He has a neat appearance. He has a neat [illegible]

Recommended [X] Not recommended for employment [ ] Hold for future consideration [ ]

Position Electric. Years of Creditable Experience [illegible]

FOR SCHOOL OFFICE USE ONLY

[ ] Contract for employment to begin on

9-1-73
date

3011

V. Rogers
Superintendent

Lawrence Lichti
Director

E. Allen
Assistant Superintendent

Principal

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STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City, by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as hereinafter specified, unless such certificate is revoked.

[illegible] TO [illegible] C [illegible] SOCIAL SECURITY NO. [illegible]

DATE ISSUED [illegible]

VALID FROM [illegible] TO [illegible]

Yr.	Hrs.
6.5	72
ED	

PUBLIC SCHOOL SERVICE

[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

[illegible] AND/OR CREDITS IN

[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]

COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than [illegible] and any alteration of the certificate void [illegible]

[illegible]

Commissioner of Education

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Southwest Missouri State College

[illegible] Vincent, John C. [illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	COMPOSITION ANALY	2	2	B	6	
[illegible]	[illegible]	3	3	A	12	
[illegible]	[illegible] GOLF	1	1	S	3	
[illegible]	[illegible]	6	6		21	

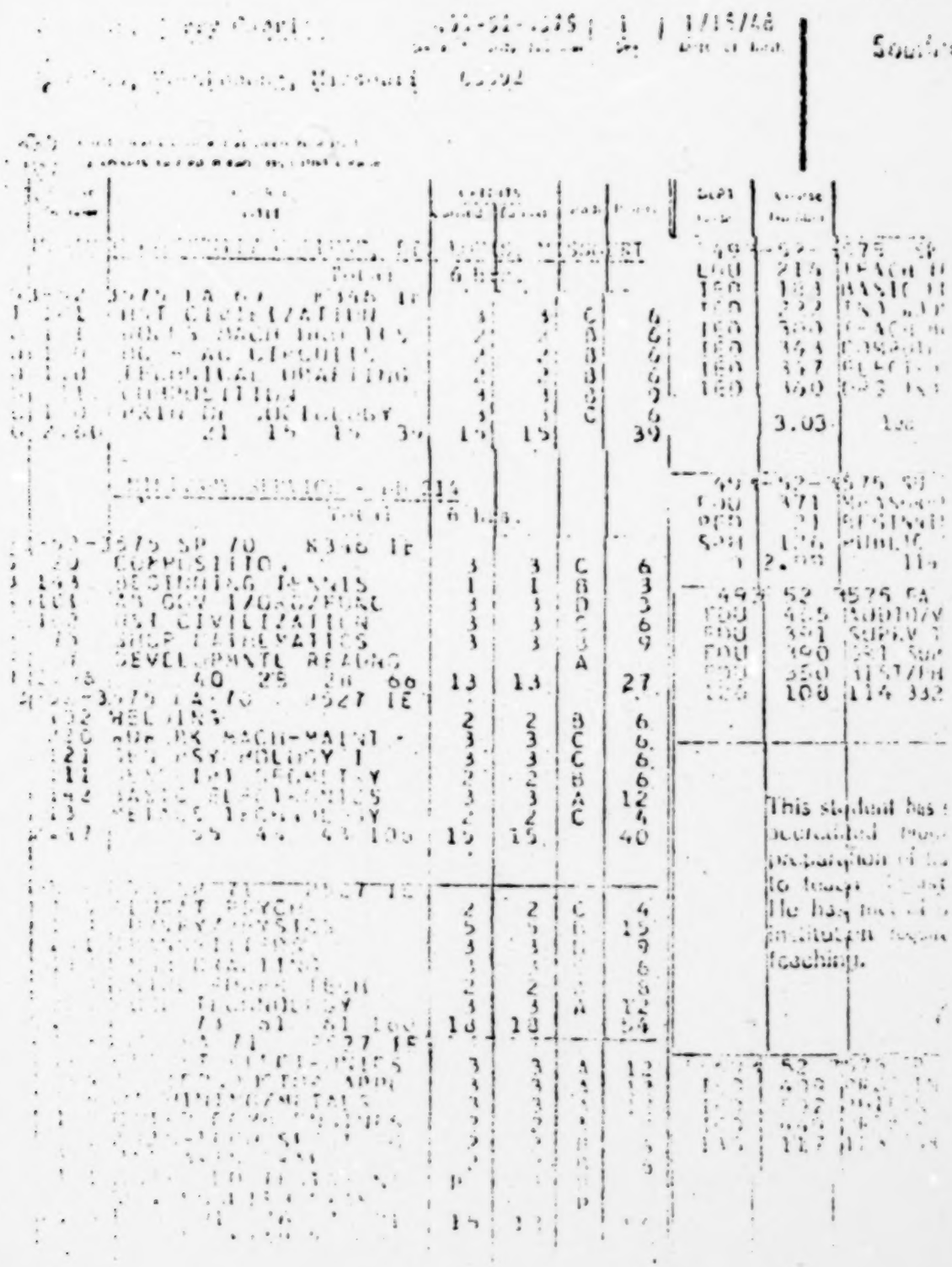
[illegible]

[illegible] INDICATE ACTION BY [illegible]

493-52-3375

[illegible]

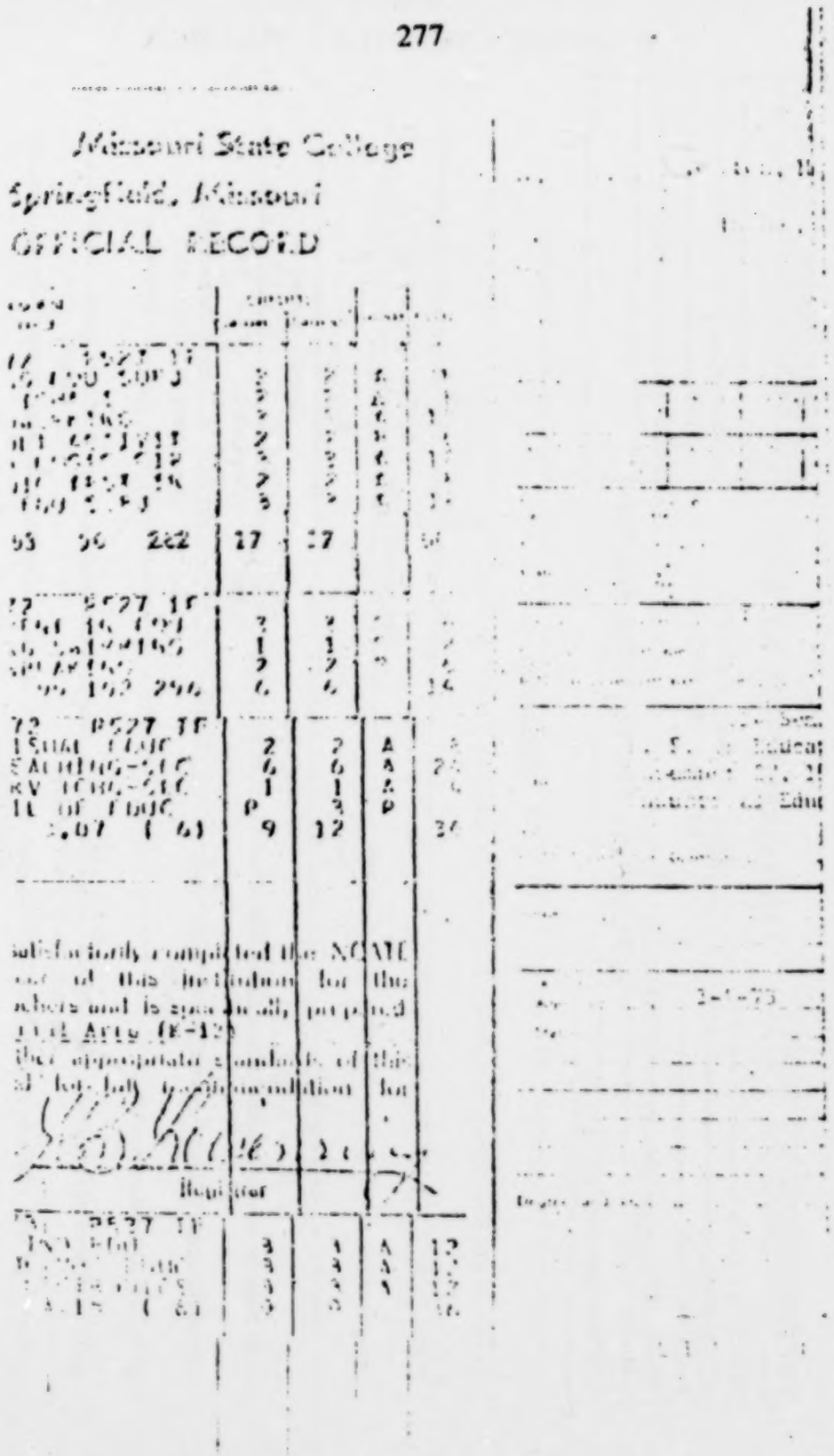
[illegible]



Missouri State College

Springfield, Missouri

OFFICIAL RECORD



FOR PERSONNEL OFFICE USE ONLY
Received
Acknowledge
Req. Credentials
Set Interview
Interview Date 12/15 1 p.m.
Action

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

APPLICATION FOR TEACHING POSITION

FOR SUPERINTENDENT'S USE ONLY
Date
Assignment
Building
Salary
Signature

I. PERSONAL

Date 8-17-72

Soc. Security No. 491-58-5873

Miss Windish (Last Name) Ruth (First Name) Anne (Middle Name)

Present address 11626 Macrinus Dr. (Street) Florissant (City) Mo (State) 63033 (Zip Code) 831-2732 (Tele. No.)

Permanent address 11626 Macrinus Dr. (Street) Florissant (City) Mo (State) 63033 (Zip Code) 831-2732 (Tele. No.)

Position desired:

Elementary Level 2-3-K-1-4-5-6 (Grade) (List in Priority) (other)

Junior or Senior High School _____ (Subjects)

Other Positions _____

Date of Birth 6-5-50 Height 5'7" Weight 140

Married _____ No. of Children _____ Wife or Husband, living? _____ Divorced _____

Separated _____ Number of persons wholly dependent upon you for support _____

Physical Defects (a) Sight _____ (b) Hearing _____ (c) Other Defects _____

Condition of health for past two years good

With what Community Organizations are you associated? Young Adults

In what recreations do you engage? Outdoor tennis

Indoor bowling, volleyball

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? no

Are you left handed? yes or right handed? _____

Would you arrange for a personal interview? yes

Military Status _____

PLAINTIFF'S EXHIBIT 2 – VOLUME X
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II. EDUCATION AND PROFESSIONAL TRAINING

High School Xavier High School Address 3733 West Pine Blvd Total Units approx. 18

Diploma (Yes) No Dates of Attendance 1964 - 1968

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
Univ of Mo Columbia	1968-1972	Education	Elementary		approx 30	12
Univ of Mo St Louis	Jan-Aug 72				3	
Grand Total Credits						12

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☒ No ☐

Elem. 2 Yr. ☐ Life ☒ Secondary 2 Yr. ☐ Life ☐ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State _____

_____

Have you ever had a teaching certificate revoked? If so, explain with attached statement.

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Give last date in school May 12, 1972 Do you plan to continue graduate work? Eventually

If so, in what field? _____ Place _____

Date Available for employment August, 1972

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary

Total years experience in Elementary Schools? _____ Junior High School? _____

Senior High School? _____. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level Second Subject Area (if applicable) _____

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

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V. GENERAL FACTS

Have you [illegible] of re-election to a teaching position? Where? _____

If yes, resume with attached statement: _____

Why do you wish to leave your present position? or

Why do you wish to return to teaching? _____

Why do you wish to teach here? _____

What salary are you receiving now? _____ What salary do you expect to receive here? _____

VI. PROFESSIONAL GROWTH

What professional magazines do you read? _____

What books have you read during the past year? _____

Of what professional organizations are you a member? _____

What professional recognition have you had? _____

Explain if [illegible]: _____

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? None

Applicant's comment concerning the retention of children in primary grades I [illegible]

[illegible]

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? _____

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction [illegible]

Audio Visual Aids [illegible]

Programmed Instruction Programmed Reading

Initial Teaching Alphabet (ita) [illegible]

[illegible]ioral (measurable) Objectives Major Programming [illegible]

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SECTION IX., CONT.

Differentiated Staffing _____

Modern Mathematics _____

Ability Grouping (Reading) this was done where I student taught

Team Teaching _____

Non-Graded _____

Group Guidance _____

Supervised Study _____

Please comment on any other special training and/or experience(s) which you have had.

_____

_____

_____

_____

_____

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X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
Mrs. Carol Wilson	Lusher School 2015 Mullanphy	Second Grade Teacher
Mr. Charles Woods	" "	Principal
Mrs. Barbara Edison	5 Barkeley Square	UMC Supervisor
Mrs. Rochelle James	St. John's Mercy Medical Center 615 S New Ballas Rd. 63141	Instructor - Unit Secretary
Mr. Don DeWitt	11616 Marcinus Dr.	Jr. High teacher - Fox District

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All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE 8-17-72 SIGNATURE Ruth Anne Windish

(Completed application should be returned to Personnel Office)

HAZELWOOD SCHOOL DISTRICT
ELEMENTARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION

Complete in duplicate:
1 copy w/application
1 copy for Principal

Name of applicant: (Miss) (~~Mrs.~~) (Mr.) Ruth Ann Windish

Degree(s) held: _____ Date _____ From _____
College or University

Degree expected: _____ Date _____ From _____

Interviewed for: 2nd
Position(s)

Indicate below your rating of applicant by placing check mark in proper space:

	Above Average	Average	Below Average	Comment
1. Knowledge of teaching responsibilities	✓			
2. Personal appearance and grooming	✓			
3. Quality of voice and expression		✓		
4. Poise, self-control, confidence		✓		
5. Personality	✓			
6. Attitude toward profession		✓		
7. Appreciates the significance of the educational code of ethics		✓		
8. Expresses a spirit of mutual respect		✓		

New ☒ Former ☐ : Reason for termination: Resignation ☐ , Leave: Maternity ☐
Advanced Study ☐ , Medical ☐ , Other (Specify): _____
Additional comments or evaluation statement:

Kgtn Instr. Aide now At Lusher, Clar. McCurdy

☒ Recommended for 2nd at Elm Grove.
Position School

☐ Recommended - No vacancy at my school.
☐ Not recommended

O R Stinson 11-29-72
Principal Date

Recommended for: Gr. 2 Elm Grove
Position School

Years of creditable experience _____ _____ Regular ☐
Salary Pro-rated ☐

Further certification required: No ☐

If yes, explain: Yes ☐

L. E. Coker
Elementary Coordinator

Effective date of employment (if other than the beginning of school term): 12-31-72

Rev: 3-19-71

ALL SUBSTITUTES MUST HAVE A PHYSICAL AND A CHEST X-RAY Will send x-ray in Phys. ✓

This application should be accompanied by a TRANSCRIPT showing a minimum of 60 hours of college credits or a VALID MISSOURI TEACHER'S CERTIFICATE if you have one.

SUBSTITUTE TEACHER APPLICATION Begin 9-18-72

HAZELWOOD SCHOOL DISTRICT
15955 New Halls Ferry Rd.
Florissant, Missouri 63031

NAME Ruth Anne Windish Birth Date 6-5-50

Address 1616 Morrinus Dr (Number & Street) Florissant (City) Mo. (State) 63033 (Zip Code)

Phone 831-2732 Social Security Number 491-58-5873

In case of Emergency Notify Mrs. E J Windish same as above (Name, Address & Phone Number)

Name of Univ. & Colleges Attended Univ. of Mo. at Columbia

Major areas of Study Elem Education Credit

Credit

Credit

Total College Credit 124 hrs Degree Elem Ed. College Univ of Mo Columb Date 5-16-72

Hours in Professional Education Elem. 44 Sec.

Do you have a Valid Missouri Certificate? Yes ✓ No

Life ✓ Temporary Area of Certification

Grade or Subject preferred: 1st Choice 2nd Choice 3rd Choice

Buildings Preferred anywhere in district K-6 primary preferred

Last Place of Employment St John's Mercy Hospital Date present till 8-15-72

Sr M. Marthalane 615 S New Ballas Rd Florissant Mo.
Immediate Supervisor Address City State

Please submit the name, address and telephone number of five people as references:

NAME	ADDRESS	CITY	STATE
Mr Charles Woods	Lusher School 2015 Mullanphy Lane	Florissant	Mo.
Mrs Carol Wilson	"	"	"
Mrs Barbara Edison	#5 Barkley Square	St. Louis	Mo.
Mr. Don DeWitt	1616 Morrinus Drive	Florissant	Mo
Sr M. Marthalane	St. John's Mercy Hospital 615 S. New Ballas Rd.	Creve Coeur	Mo.

Ruth Anne Windish
Signature

8-30-72
Date

HAZELWOOD SCHOOL DISTRICT
ELEMENTARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION

Complete in duplicate:
1 copy w/application
1 copy for Principal

Name of applicant: (Miss) (Mrs.) (Mr.) Ruth Windish

Degree(s) held: B.S.Elem.Ed Date 1972 From University of Mo.-Columbia, Mo.
College or University

Degree expected: _____ Date _____ From _____

Interviewed for: 5th level
Position(s)

Indicate below your rating of applicant by placing check mark in proper space:

	Above Average	Average	Below Average	Comment
1. Knowledge of teaching responsibilities		X		
2. Personal appearance and grooming	X			
3. Quality of voice and expression	X			
4. Poise, self-control, confidence	X			
5. Personality	X			
6. Attitude toward profession	X			
7. Appreciates the significance of the educational code of ethics	X			
8. Expresses a spirit of mutual respect	X			

New ☐ Former ☐ : Reason for termination: Resignation ☐ , Leave: Maternity ☐
Advanced Study ☐ , Medical ☐ , Other (Specify): _____
Additional comments or evaluation statement:

I'd especially recommend this applicant for a primary grade.

☐ Recommended for _____ at _____.
Position School

☒ Recommended - No vacancy at my school.
☐ Not recommended

Louis E. Kelly 11-20-72
Principal Date

Recommended for: _____ _____
Position School

Years of creditable experience _____ _____ Regular ☐
Salary

Further certification required: No ☐ Pro-rated ☐

If yes, explain: Yes ☐

_____
Elementary Coordinator

Effective date of employment (if other than the beginning of school term): _____

Rev: 3-19-71

HAZELWOOD SCHOOL DISTRICT
ELEMENTARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION

Complete in duplicate:
1 copy w/application
1 copy for Principal

Name of applicant: (~~Miss~~) (Mrs.) (Mrs) Ruth Windish

Degree(s) held: B.S. Date 72 From Univ. of Mo. St. Louis
College or University

Degree expected: _____ Date _____ From _____

Interviewed for: Instructional Aide - Kdgn.
Position(s)

Indicate below your rating of applicant by placing check mark in proper space:

	Above Average	Average	Below Average	Comment
1. Knowledge of teaching responsibilities		✓		
2. Personal appearance and grooming		✓		
3. Quality of voice and expression		✓		
4. Poise, self-control, confidence		✓		
5. Personality		✓		
6. Attitude toward profession		✓		
7. Appreciates the significance of the educational code of ethics		✓		
8. Expresses a spirit of mutual respect		✓		

New ☒ Former ☐ : Reason for termination: Resignation ☐ , Leave: Maternity ☐
Advanced Study ☐ , Medical ☐ , Other (Specify): _____
Additional comments or evaluation statement:

☒ Recommended for Kdgn. Inst. Aide at Chesterwood McCandy Tusher.
Position School

☐ Recommended - No vacancy at my school.
☐ Not recommended

H. E. Windsor 1/10/72
Principal Date

Recommended for: Kdgn Instr. Aide Chesterwood-McCandy-Tusher
Position School

4 hrs. 20 min daily
Years of creditable experience _____ _____ Regular ☐
Salary

Further certification required: No ☐ Pro-rated ☐

If yes, explain: Yes ☐

J. C. Elder
Elementary Coordinator

Contact for acceptance.
Effective date of employment (if other than the beginning of school term) 10-12-72
Dell Lun to call Drumpolls for further details.

Rev: 3-19-71

HAZELWOOD SCHOOL DISTRICT
ELEMENTARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION

Complete in duplicate:
1 copy w/application
1 copy for Principal

Name of applicant: (Miss) ~~(Mrs.)~~ (Mr.) Bobbie Hendrick

Degree(s) held: BS Date _____ From U. Missouty Mo.
College or University

Degree expected: _____ Date _____ From _____

Interviewed for: _____
Position(s)

Indicate below your rating of applicant by placing check mark in proper space:

	Above Average	Average	Below Average	Comment
1. Knowledge of teaching responsibilities		✓		
2. Personal appearance and grooming		✓		
3. Quality of voice and expression				
4. Poise, self-control, confidence				
5. Personality		✓		
6. Attitude toward profession				
7. Appreciates the significance of the educational code of ethics				
8. Expresses a spirit of mutual respect				

New ☒ Former ☐ : Reason for termination: Resignation ☐ , Leave: Maternity ☐
Advanced Study ☐ , Medical ☐ , Other (Specify): _____
Additional comments or evaluation statement:

Student taught at Lashley

☐ Recommended for _____ at _____.
Position School

☒ Recommended - No vacancy at my school.
☐ Not recommended

J. L. Boston 6/72
Principal Date

Recommended for: _____ _____
Position School

Years of creditable experience _____ _____ Regular ☐
Salary Pro-rated ☐

Further certification required: No ☐

If yes, explain: Yes ☐ _____
Elementary Coordinator

Effective date of employment (if other than the beginning of school term): _____

Rev: 3-19-71

FOR PERSONNEL OFFICE USE ONLY	
Received	FEB 1 4 1972
Acknowledge	~~FEB 1 5 1972~~
Req. Credentials	
Set Interview	
Interview Date	2/28 3:20
Action	

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

APPLICATION FOR TEACHING POSITION

FOR SUPERINTENDENT'S USE ONLY	
Date	12-5-72
Assignment	Uncle 2.
Building	Elm Street.
Salary	Fro as of 12-21-72
Signature	[illegible]

I. PERSONAL

Date 2-4-72

Soc. Security No. 491-58-5873

Miss Windish (Last Name) Ruth (First Name) Anne (Middle Name)

Present address 11626 Macrinus Dr (Street) Florissant (City) Mo. (State) 63033 (Zip Code) 831-2732 (Tele. No.)

Permanent address 11626 Macrinus Dr. (Street) Florissant (City) Mo (State) 63033 (Zip Code) 831-2732 (Tele. No.)

Position desired:

Elementary Level 2-3-K-4-5-6 I omitted first grade since I am left handed. (Grade) (List in Priority) (other)

Junior or Senior High School _____ (Subjects)

Other Positions _____

Date of Birth 6-5-50 Height 5'7" Weight 140

296

Married _____ No.of Children _____ Wife or Husband, living? _____ Divorced _____

Separated _____ Number of persons wholly dependent upon you for support _____

Physical Defects (a) Sight _____ (b) Hearing _____ (c) Other Defects _____

Condition of health for past two years very good

With what Community Organizations are you associated? none

In what recreations do you engage? Outdoor tennis, softball

Indoor volleyball, bowling, basketball

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? no

Are you left handed? yes or right handed? _____

Would you arrange for a personal interview? yes

Military Status —

297

II. EDUCATION AND PROFESSIONAL TRAINING

High School Xavier High School for Girls Address 3733 W. Pine Blvd 63103 Total Units approx. 18

Diploma (Yes) No Dates of Attendance Sept. 1964 - May, 1968

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
Mu-Columbia	Sept '68-May '72	May '72	Elem Education	General	29	121
Mu-St. Louis	Jan 70 - May 70	-	Elem Education	General	3	3
Grand Total Credits						121

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☒ No ☐

Elem. 2 Yr. ☐ Life ☒ Secondary 2 Yr. ☐ Life ☐ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐ I will have one in May '72.

List any other teaching certificates you may hold and give State -

Have you ever had a teaching certificate revoked? If so, explain with attached statement.

298

Give last date in school 5-12-72 Do you plan to continue graduate work? yes - a course at night school

If so, in what field? Elementary Education Place Mu - St. Louis

Date Available for employment Sept. '72

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary

Total years experience in Elementary Schools? _____ Junior High School? _____

Senior High School? _____. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level Second Subject Area (if applicable) _____

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

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V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? no
If yes, explain with attached statement. _____

Why do you wish to leave your present position? or
Why do you wish to return to teaching? _____

Why do you wish to teach here? I'm doing my student teaching in this district and have seen favorable comments for teaching in Hazelwood
What salary are you receiving now? _____ What salary do you expect to receive here? starting salary

VI. PROFESSIONAL GROWTH

What professional magazines do you read? Science Teacher, Arithmetic Teacher, Instructor, Grade Teacher

What books have you read during the past year? primarily textbooks for education courses

Of what professional organizations are you a member? none

What professional recognition have you had? none

Extent of travel United States only

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? piano

Applicant's comment concerning the retention of children in primary grades There should be a transitional room for the slow learners where they can advance at their own speed but still be promoted.

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? _____

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction I observed in rooms that individualized math while student teacher.

Audio Visual Aids I took a 3hr. course on the production and operation of audio visual aids

Programmed Instruction In student teaching we are using programmed reading

Initial Teaching Alphabet (ita) This was covered in my Teaching of Reading course.

Behavioral (measurable) Objectives This was covered in my Teaching Social Studies course where we read Mager - Preparing Instructional Objectives.

300

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SECTION IX., CONT.

Differentiated Staffing _____

Modern Mathematics _____

Ability Grouping (Reading) In student teaching we have two skill groups for reading

Team Teaching _____

Non-Graded _____

Group Guidance _____

Supervised Study _____

Please comment on any other special training and/or experience(s) which you have had.

I feel that an activity time is beneficial to the children. Interest centers are set up on various subjects and for about 35 minutes during each day they are able to work individually on what they are interested in at that time. This was done in the room where I am student teaching and it is working out well.

302

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
Mrs Carol Wilson	Lusher School 2015 Mullanphy Lane Florissant Mo 63031	Second Grade Teacher
* Mrs Barbara Folsom	5 Barkley Square St. Louis, Mo 63130	Supervisor - Title I Reading Teachers
Mr Don DeWitt	11616 Macrimus Dr. Florissant Mo 63033	Industrial Arts Teacher - Ritenour District
Mrs. Rochelle James	St John's Mercy Hospital 6535 New Ballas Rd Creve Coeur Mo 63141	Instructor of Unit Secretaries
Mr. Charles Woods	Lusher School 2015 Mullanphy Lane Florissant Mo 63031	Principal - Lusher School

* She will not be able to fill out any forms until March 10th.

All spaces applicable must be completed in full.

303

The statements made herein are true to the best of my knowledge and belief:

DATE 2-4-72 SIGNATURE Ruth Anne Windish

(Completed application should be returned to Personnel Office)

STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED WINDISH RUTH A

SOCIAL SECURITY NO. 491-58-5873

DATE ISSUED 05/22/72 (Mo. Day Yr.)

VALID FROM 07/01/71 (Mo. Day Yr.) TO LIFE (Mo. Day Yr.)

DEGREES	Deg.	Yr.	If in Ed.	
	BS	72	ED	UNIV MO COL

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE	CERTIFICATE CODE	
ELEM ELEM	03	47

SUBJECT OR SERVICE	CERTIFICATE CODE	

COPY FOR SUPERINTENDENT'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void

Commissioner of Education

UNIVERSITY OF MISSOURI

DIRECTOR OF ADMISSIONS
COLUMBIA

PERMANENT RECORD CARD

WINDISH RUTH ANNE
(NAME OF STUDENT)

11526 MACKINUS DR
FLORISSANT MO 63033
(PERMANENT ADDRESS)

RELIGION (ROM) [ ] DATE OF BIRTH 6-05-50

Mr. Edward J. Windish
(PARENT OR GUARDIAN)

X:P (ADDRESS)

PLACE OF BIRTH St. Louis, Missouri

ENTRANCE CREDITS

ADMITTED TO NURSING DATE F-68

CREDITS FROM Xavier High School CONDITION
St. Louis, Missouri GRAD May 1968

ENGLISH	MATH ANALYSIS	LATIN
GENERAL MATH	SOCIAL STUDIES	FRENCH
ALGEBRA	GENERAL SCIENCE	SPANISH
PLANE GEOMETRY	BIOLOGY	GERMAN
SOLID GEOMETRY	CHEMISTRY	OTHER
TRIGONOMETRY	PHYSICS	

ADMITTED TO EDUCATION DATE F-70

ADMITTED TO DATE

ADMITTED TO DATE

DEGREE

DATE

UNIVERSITY CREDITS

GRADING SYSTEM CODE: A=OF 4-DELAYED, B=EXCUSED

MIL. [ ] [ ] [ ] [ ]
P. E. [ ] [ ] [ ] [ ]

STUDENT NUMBER	COURSE	COURSE NUMBER	TERM	NORMAL CREDIT HOURS	GRADE	CREDIT HOURS GRANTED	REMARKS
144856	INTRODUCTORY CHEM	1	F63	5	D	5	
	COMPOSITION ENGLISH	1	F68	3	B	3	
	PH ED FRESHMAN WOMEN	3	F63	1	B	1	
	AMERICAN GOVERNMENT	1	F68	5	C	5	
	GENERAL PSYCHOLOGY	1	F68	3	B	3	
144856	PH ED FRESHMAN WOMEN	4	W69	1	C	1	
	NUTRITION & HEALTH	130	W69	3	C	3	
	INTRO PHILOSOPHY	5	W69	3	C	3	

	GENERAL SOCIOLOGY		1	W69	3		C	3	
	INTRO ZOOLOGY		1	W69	5		C	5	
144856	AMERICAN LITERATURE	3T	175	F69	3		B	3	
	SOC DISORGANIZATION	9D	50	F69	3		C	3	
	ELEMENTARY ANATOMY	1P	201	F69	4		D		
	MED & PUB HLTH MICRO	6Q	205	F69	4		D	4	
144856	LOW GPA REPORTED - NUR								
	PLACED ON SCHOLASTIC PROBATION 01-26-70 (4-01-70)								

University of Missouri at St Louis

W 70	Ele of Health Educ	110			3		C		
	Literary Types	12			3		A		
	World Regions	102			3		B		
	Intro Theory Music	134			2		D		
	Child Psychology	270			3		C		
S 70	Struc Math Systems I	50			3		B		
	Phys Ed Act Elem Sch	155			3		D		
144856	ART ACT ELEM SCH	3E	E118	F70	2		C	2	
	MATH ELEM SCHOOL	3E	E167	F70	2		C	2	
	EDUC PSYCHOLOGY	3P	A102	F70	2		C	2	
	EXPOSITION ENGLISH	3T	60	F70	3		B	3	
	AMERICAN HISTORY	5E	20	F70	5		C	5	
144856	KINDERGART METH MGT	3E	E123	W71	3		C	3	
	LIT IN ELEM SCHOOL	3E	E196	W71	3		C	3	

(OVER)

DEC 1

Gary L. Smith
DIRECTOR OF ADMISSIONS AND STUDENT

ENGLISH PROFICIENCY EXAMINATION PASSED

306

314

144856 Wi sh, n Anne

STUDENT NUMBER	COURSE		COURSE NUMBER	TERM	NORMAL CREDIT HOURS	GRADE		CREDIT HOURS GRANTED	REMARKS
	SCIENCE ELEM SCH	3E	E198	W71	2		A	2	
	ELE SCH MUSIC	3L	J129	W71	2		B	2	
	LIFE & TCHG OF JESUS	8W	122	W71	3		B	3	
	PUBLIC SPEAKING	9J	175	W71	3		C	3	
144856	CHILD STUDY	3E	E122	F71	3		B	3	
	PROD INSTR MEDIA MAT	3E	D371	F71	3		A	3	
	SOC STUDIES ELEM SCH	3E	E369	F71	2		B	2	
	PROB TCHG LANG ARTS	3E	E366	F71	2		A	2	
	TCHG READG ELEM SCHL	3E	E325	F71	3		C	3	
	INTERNATL RELATIONS	7Z	55	F71	3		B	3	
	TERM HRS.- 16.0	TERM GR. PTS.- 50.0			TERM GPA-3.1250				
	CUM. HRS.- 86.0	CUM. GR. PTS.- 202.0			CUM. GPA-2.3488				
144856	INTR EDUC MEAS EVAL	3P	A140	W72	2		B	2	
	STU TCHG ELE SCH	3E	E199	W72	8		A	8	
	SCH ORG ADM ELE TCH	3M	C141	W72	2		B	2	
	INTELLCTL FNDTNS EDU	9E	B353	W72	3		B	3	
	TERM HRS.- 15.0	TERM GR. PTS.- 53.0			TERM GPA-3.5333				
	CUM. HRS.-101.0	CUM. GR. PTS.- 255.0			CUM. GPA-2.5247				

144856 NCATE ACCREDITED-CERTIFICATED TO TEACH:
IN THE ELEMENTARY GRADES + KINDERGARTEN
EFFECTIVE DATE: JUNE, 1972

307

DEGREES AND CERTIFICATES

B.S. in Ed. (Life Cert to Teach)	May 16,1972

FOR PERSONNEL OFFICE USE ONLY	
Received	9-7-72
Acknowledge	
Req. Credentials	
Set Interview	
Interview Date	9/7
Action	Not Recommended

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

FOR SUPERINTENDENT'S USE ONLY	
Date	
Assignment	
Building	
Salary	
Signature	

APPLICATION FOR TEACHING POSITION

I. PERSONAL

Date April 6, 1972

Soc. Security No. 430 56 4581

Mr. Carson (Last Name) Timotheus (First Name) H. (Middle Name)

Present address 3739 N. Drexel Ave. (Street) Indianapolis (City) Indiana (State) 46218 (Zip Code) 545-7901 (Tele. No.)

Permanent address _____ (Street) _____ (City) _____ (State) _____ (Zip Code) _____ (Tele. No.)

Position desired:

Elementary Level _____ (Grade) (List in Priority) _____ (other)

PLAINTIFF'S EXHIBIT 4

Junior or Senior High School English - French - German
(Subjects)

Other Positions

Date of Birth June 8, 1933 Height 6 feet Weight 205 lbs.

Married Yes No.of Children 1 Wife or Husband, living? Yes Divorced

Separated Number of persons wholly dependent upon you for support 2

Physical Defects (a) Sight (b) Hearing (c) Other Defects

Condition of health for past two years Excellent

With what Community Organizations are you associated? Board of Elders of Westlane Christian Church Indpls. Ind.

In what recreations do you engage? Outdoor

Indoor

Have you had experience with such Youth Organizations as Scouts, Campfire, etc?

Are you left handed? Yes or right handed?

Would you arrange for a personal interview? Yes

Military Status 4-D

606

310

II. EDUCATION AND PROFESSIONAL TRAINING

High School Dunbar High School Address Little Rock, Ark. Total Units 32

Diploma Yes Yes Dates of Attendance 1950 - 1952
No

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
Butler University	1955-58	AB	Religion, English French ⟹	≥ 30 approx 24	Approx 24	32-42
Purdue University	1962	NDEA Certif	French	9 hrs		56
Indiana University	1963-64		German	14		24
Ind. Central College	1968-70	MA	English, French German		4	42
Grand Total Credits						

311

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes [X] No [ ]

Elem. 2 Yr. [ ] Life [ ] Secondary 2 Yr. [ ] Life [X] K-12 Life [ ]

If not, have you applied for a Missouri Teacher's Certificate? Yes [ ] No [ ]

List any other teaching certificates you may hold and give State NDEA French A-L-M Certificate Indiana

Have you ever had a teaching certificate revoked? If so, explain with attached statement.

Give last date in school June, 1970 Do you plan to continue graduate work? Yes (PHD)

If so, in what field? Humanities Place

Date Available for employment September, 1972

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary
Crispus Attucks High School	English, Pilot Russian, French, German	1961-65	4	4,000	
School 41 (Jr. High)	English	1965-66	1		
School 69(Jr. High(Summers)	English, French	1965-66			
Crispus Attucks High School	French, German	1966-68	2		
Thomas Carr Howe High School	French, German	1968-72	4		

Total years experience in Elementary Schools? 0 Junior High School? 1

Senior High School? 9. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 9-12 Subject Area (if applicable) French and Spanish

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

699

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V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? No

If yes, explain with attached statement.

Why do you wish to leave your present position? or

Why do you wish to return to teaching? I am making the St. Louis area my permanent residence. Wife will be working at St. Louis Christian College.

Why do you wish to teach here?

What salary are you receiving now? Approx. $11,500 What salary do you expect to receive here? No less than present salary

VI. PROFESSIONAL GROWTH

What professional magazines do you read? Ind. Teacher;Quinto Lingo;French Review, NEA Journal

What books have you read during the past year? Negro Caravan;World Literature;African Heritage;Antigone by Jean Anouilh; They Came in Chains by Saunders Redding

Of what professional organizations are you a member? ISTA;LEA;Ind. Foreign Language Teachers' Association; English Teachers Club

What professional recognition have you had? Honored for literary achievements (1967) "An Hour with Timotheus Carson"(Attucks H.S.);Special Post Teaching Tenure Evaluation as outstanding teacher (by Mr. Alexander Moore, Attucks Principal)

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VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? harmonica

Applicant's comment concerning the retention of children in primary grades

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct?

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction

Audio Visual Aids

Programmed Instruction

Initial Teaching Alphabet (ita)

Behavioral (measurable) Objectives

SECTION IX., CONT.

Differentiated Staffing

Modern Mathematics

Ability Grouping (Reading)

Team Teaching

Non-Graded

Group Guidance

Supervised Study

Please comment on any other special training and/or experience(s) which you have had.

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
DR. Alexander Moore	Education Center 120 E Walnut Indpls. IND	Curriculum Associate Superintendent
DR. EVERETT SAUTER	Education Center 120 E Walnut Indpls - IND	Supervisor of Curriculum
MRS REGULA LORAND	Education Center 120 E WALNUT INDPLS. IND	Associate Coordinator of Foreign Languages
DR. LAURANNE Sams	9024 Evergreen Indpls IND	Professor of Guidance + Nursing Indiana-Purdue University
REV. Paul BOATMAN	Westlane Christian Church Westlane & Grandview Drive	Minister Westlane Christian Church
MR Thomas Stirling	Thomas Carr Howe High School Indianapolis, Indiana	Principal

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE April 7, 1972 SIGNATURE Timothens H. Carson

(Completed application should be returned to Personnel Office)

611

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9:30

1-Card

HAZELWOOD SCHOOL DISTRICT
SECONDARY SCHOOL TEACHER INTERVIEW
EVALUATION AND RECOMMENDATION

Name of Applicant Mr. Timothens H. Carson Date of Interview Apr. 7, '72

Highest Degree Held M.A. College or University Indiana Central College

Interview for English (Subject) position at Senior H.S. (Name of School)

Indicate below your rating of the applicant by placing a check mark in the appropriate space:

	Superior	Average	Unsatis-factory	Comments
1. Knowledge of and preparation in subject ares		✓		English - approx 30 Hours - 24.
2. Technical knowledge of learning processes and conditions				
3. Knowledge, understanding, and appreciation of children				
4. Skill in expression		✓		

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5. Personal appearance and grooming	✓			
6. Poise, self-control, confidence		✓		
7. Attitude and sincerity		✓		
8. Sense of humor		✓		

Additional comment or evaluation statement: Is interested in phase elective program.

Recommended ☐ Not recommended for employment ☐

Position English Years of Creditable Experience 5

R D Powell
Department Chairman

Principal

Coordinator of Secondary Education

Revised 1971

State of Indiana

Teacher Training and Licensing Commission of the State Board of Education

TIMOTHEUS H CARSON

This is to certify that the person named hereon, being of good moral character and having met the requirements prescribed by law and the Teacher Training and Licensing Commission of the State Board of Education, is hereby granted

The SECONDARY *Certificate, Professional.*

This certificate, issued by the authority vested in the Division of Teacher Education and Certification of the Office of the State Superintendent of Public Instruction, is valid for the area of endorsement in the public schools of Indiana for Life unless annulled for cause.

Clifford E. Zigrady
STATE DIRECTOR of Teacher Education and Certification

Richard D. Wells
STATE SUPERINTENDENT of Public Instruction

802989

FOLD HERE FOR FRAMING

State of Indiana

PUBLIC SCHOOL TEACHER'S CERTIFICATE
OFFICE OF STATE SUPERINTENDENT OF PUBLIC INSTRUCTION
DIVISION OF TEACHER EDUCATION AND CERTIFICATION
INDIANAPOLIS, INDIANA 46204 802989

NAME (LAST, FIRST, MIDDLE)	IDENTIFICATION (SOCIAL SECURITY NO.)	FEE PAID
CARSON TIMOTHEUS H	430/56/4581	$ 5.00

TYPE	GRADE	BASIS
SECONDARY	PERMANENT	BULLETIN 192

COLLEGE OR STATE*	ACCREDITATION
INDIANA CENTRAL COLLEGE	NCATE

DEGREE	ACTION	EXPIRATION DATE
MASTERS	CONVERSION	LIFE

SERVICE AND ADMINISTRATION

SUBJECT ENDORSEMENTS	COMPETENCY LEVEL
FRENCH	SPECIAL AREA
ENGLISH	SPECIAL AREA
GERMAN	RESTRICTED AREA

FOLD HERE FOR FRAMING

*IF THE HOLDER OF THE CERTIFICATE GRADUATED FROM AN OUT-OF-STATE COLLEGE, ONLY THE STATE IS INDICATED.

RECORDED 7.13 7/6/20
INDIANAPOLIS PUBLIC SCHOOLS
802989

☐ Miss
☐ Mrs.
☒ Mr.

1. Name in full Carson (Last) Timotheus (First) H. (Middle) (Maiden)
2. Home address 3739 N. Drexel Ave., Indpls., Ind. Telephone 545-7901
3. Present address Same Telephone
4. Social Security Number 430-56-4581
5. Date of birth June 8, 1933 Height 6' 0" Weight 205
6. Marital status Married Number of children 1 Ages 5 yrs.
7. Condition of health for past two years Excellent
8. Any defects in sight or hearing None
9. Any other physical defects None
10. Do you hold a certificate valid in Missouri? Elementary: Date of issue Date of expiration
    Secondary Date of issue 8/70 Date of expiration Life
    Subjects certified to teach English, French, German
    Have you ever had a teaching certificate revoked? No

322

11. Give last date in school June, 1970 Do you plan ntinue graduate work? Yes
12. Have you failed of re-election? No Where? --- Why? ---

13. Have you ever been arrested or convicted of a misdemeanor or felony other than a minor traffic violation?
    Please explain. No
14. Why do you wish to leave your present position? Change of Residency requires it
15. When could you begin work here? September, 1972
16. What salary are you receiving? $11,000
17. What salary do you expect to receive?
18. What professional magazines do you read? Indiana Teacher, IEA
19. You are a member of what professional organizations? ISTA, IEA, Foreign Language Teacher's Assn.
20. Elementary Applicants
    Can you teach music? Play the piano? Teach art?
21. Junior or Senior High School Applicants
    Place a circle around any of the following which you are able to direct or coach successfully: Debates, School Plays, Oratorical Contests, Orchestra, Clubs, Basketball, Baseball, Football, Softball, Track, Tennis, Calisthenics, Playground Activities, Swimming, Wrestling, Others: ---

323

EDUCATION AND PROFESSIONAL TRAINING

School	Name of Institution	Date of Attendance	Degree or Diploma	Major Subjects	Semester Hours in Major	List Minors Include Sem. Hours	Semester Hours in Education	Total Hours Credit
High School	Horace Mann Senior	1950-1952	Dip.					32
College or University	Butler University	1955-58	AB	English Foreign Lang.		Greek 18hrs approx. 33		27 or more 23
Graduate Work	Indiana University Indiana Central	1968-70	MA	Eng.-Fr. German	24 approx.			French 46 24
Special Work	Purdue University	June-Aug. 1962	NDEA Cert.	ALM French	6 hrs			

(For additional space use reverse side.)

Do you have a set of up-to-date Credentials or Placement papers on file?

Name of Agency: Division of Teacher Education and Certification

Address: Indianapolis, Indiana 46204

TEACHING EXPERIENCE

(List in reverse order last experience first)

Name and location of school or institution	Grade or Subjects	Dates	No. Teachers in System	Annual Salary
Thomas Carr Howe H.S.--Indpls., Ind.	French German	Sept. '68 Present	4,500	
Crispus Attucks H.S.--Indpls., Ind.	Pilot Russian Fr.-Eng.-Ger.	Sept '61 June '68	"	
Junior H.S. #69--Indpls., Ind. (Summer)	Language Arts	June '65 & June '66	"	

MILITARY SERVICE

Draft status 4D Branch of Service ..... Dates .....

REFERENCES

(Give at least five references, including especially superintendents and principals under whom you have taught, who have first-hand knowledge of your character, personality, scholarship and teaching ability.)

Name	Address	Telephone	Official Position
1Dr./Mrs. Regula Lorand	Indpls. Education Center (5014 Broadway) Home Address	634-2361	Asst. Supervisor [illegible] Lang.
2Dr. Alexander Moore	Indpls. Education Center	634-2381	Coordinator of Curriculum
3Dr. Everett Santer	Indpls. Education Center	"	Supervisor of Curriculum
4Mr. Robert McKay	School #69		Principal
5Reverend Paul Boatman	Westlane Christian Church		Minister

Note: Any falsification of information in this application will be considered cause for dismissal.

Timothy H. Cossin
Signature of Applicant

INFORMATION SHEET

TIMOTHEUS H. CARSON
3739 North Drexel Avenue
Indianapolis, Indiana 46218

January, 1972

Present Professions: Ordained Minister, High School Instructor (English and Foreign Languages); Poet and Author

Professional Training:

Bachelor of Arts degree (English, Religion, Foreign Languages) - Butler University
NDEA Certificate - Purdue University
German Certificate - Indiana and Butler Universities
Master of Arts degree - Indiana Central College

Professional Organization Memberships:

Indiana State Teachers Association
Indiana Educational Association
Indiana Foreign Language Teachers Association
English Teachers Club
Parent-Teachers Association

Committee Work:

Campus coordinator of Student Christian Association - Arkansas
American Friends Service Committee (Interracial campus and community liason - Little Rock, Arkansas
German Textbook Committee - Indianapolis
Curriculum Committee (Formulating standardized tests in French) - Indianapolis School System

Workshops:

Teaching Poetry in High School - Chairman, Reader, Interpreter and Guest Author (Indiana State Department of Public Instruction)
Audio-Lingual Teaching of French
Audio-Lingual Teaching of German
Audio=Lingual Teaching of Spanish
Multi-Ethnic Teaching in Inner-city
Your Church in a Racially Changing Community (NACC)
Passion for the Inner-city Soul (NACC)

Church Activities:

Associate Minister, First Baptist Church - Little Rock
President of Union District Missionary Youth Society, Baptist Church, (Comprising ninety churches) - Arkansas
President of Baptist State Missionary Society, Youth Auxiliary
Associate Minister of Good Samaritan Baptist Church - Indianapolis
Associate Minister of Martindale Avenue Christian Church - Indianapolis
Presiding Minister of Martindale Avenue Christian Church
Sunday School Teacher
Coordinator of Community Evangelism
Participant, with wife, in song message revivals

TIMOTHEUS H. CARSON

Citations:
National Honor Society
H.J.King Spanish Scholarship Award
Honorary Member, Southwest Regional Conference, National YMCA
Citation for Outstanding Work in Student Christian Association
Honored with Publicized program citing original literary works-program entitled "An Hour with Timotheus Carson"
Recommended by State Superintendent of Public Instruction to position in UNESCO for ability to communicate in eight languages

Professional Contributions:
Lecturer, Black Literature, Marian College - Indianapolis
Lecturer, Black Folklore, Howe High School, - Indianapolis
Lecturer, Harlem Renaissance in Literature
Lecturer, French Theater after 1940
Teacher, English, French, German, Spanish and Russian - Attucks H.S.
Elementary Teacher, Language Arts, English, Social Studies, Math, Science
Instructor in Developmental Reading - Attucks H.S.
Writer of short stories, poetry and drama (considerable amount of literature used in English teaching curriculum)
Translator of material and outstanding literary works from Italian, Spanish, French German, Swedish, Norwegian, Portuguese, limited degree of Greek and Russian

Family:
Married to Lillian Carson, teacher; one son, Andrew Bryan

Special Contributions:
"A Glimpse into the Heart of the Black Man", performed by Timotheus and Lillian Carson; a program of poetry and music, emphasizing the theme of brotherhood through Christ; presented 85 times since July 8f 1969 in churches, colleges and universities and minicipal auditoriums throughout Indiana, Illinois, Missouri, Arkansas and Texas.

Presented for Hoosier Capital Girl Scout Conference at Indiana Central College, Lutheran Human Relations Association, North American Christian Conventions in St. Louis (1970) and in Dallas (1971).

Presentations in colleges and universities include:
Butler University (Indianapolis)
St. Mary's College (South Bend)
Notre Dame University (South Bend)
Arkansas Technical College (Russelville, Arkansas)
Marian College (Indianapolis)
Indiana Central College (Indianapolis)
College of the Scriptures (Louisville) - Held in Memorial Auditorium
St. Louis Christian College (Florissant)
Recognized by offices of the Mayor of Indianapolis and the Governor of Indiana

FOR PERSONNEL OFFICE USE ONLY

Received JUL 11 1972
Acknowledge 7-11-72
Req. Credentials
Set Interview
Interview Date
Action

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

APPLICATION FOR TEACHING POSITION

FOR SUPERINTENDENT'S USE ONLY

Date
Assignment
Building
Salary
Signature

PLAINTIFF'S EXHIBIT 11

330

I. PERSONAL

Date

Soc. Security No. 257-80-3599

Mrs. Edmond (Last Name) Cynthia (First Name) (Middle Name)

Present address 1719 Chaiquita (Street) Spanish Lake (City) Mo. (State) 63135 (Zip Code) 741-2291 (Tele. No.)

Permanent address 1719 Chaiquita Terr (Street) Spanish Lake (City) Mo. (State) 63135 (Zip Code) 741-2291 (Tele. No.)

Position desired:

Elementary Level (Grade) (List in Priority)

Junior or Senior High School Social Studies, Government, Sociology or (other) (Subjects)

Other Positions

Date of Birth July 31, 1949 Height 5'1 Weight 122

Married Yes No of Children Cats Wife or Husband, living? Yes Divorced

Separated Number of persons wholly dependent upon you for support None

Physical Defects (a) Sight none (b) Hearing none (c) Other Defects None

Condition of health for past two years Good

With what Community Organizations are you associated? None

331

In what recreations do you engage? Outdoor Softball

Indoor

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? no

Are you left handed? or right handed? ✓

Would you arrange for a personal interview? yes

Military Status —

644

BEST COPY AVAILABLE

II. EDUCATION AND PROFESSIONAL TRAINING

High School Booker High School Address Forsyth Rd. Macon Ga. Total Units 15 in 19

Diploma Yes / No Yes Dates of Attendance 1963- 1967

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
Fort Valley State	1967-71	B.S.	Social Science	95	15	190+ Planned
Fort Valley, Ga.						
Grand Total Credits						

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☑ No ☐

Elem. 2 Yr. ☐ Life ☐ Secondary 2 Yr. ☐ Life ☑ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State Georgia - T-4

Have you ever had a teaching certificate revoked? NO If so, explain with attached statement.

Give last date in school May 1971 Do you plan to continue graduate work? yes

If so, in what field? Library Science Place Undecided

Date Available for employment September 1972

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs	No. Teachers in System	Salary

Total years experience in Elementary Schools? _____ Junior High School? _____

Senior High School? _____. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 12th Subject Area (if applicable) Government

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? nc
If yes, explain with attached statement

Why do you wish to leave your present position? or
Why do you wish to return to teaching?

Why do you wish to teach here? I am interested in the School district

What salary are you receiving now? none What salary do you expect to receive here?

VI. PROFESSIONAL GROWTH

What professional magazines do you read? As of now none

What books have you read during the past year?

Of what professional organizations are you a member? none

What professional recognition have you had?

Extent of travel

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play?

Applicant's comment concerning the retention of children in primary grades

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? Student Coding (Slog) Student Discussion History Activities

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction —
Audio Visual Aids Some but Very Little
Programmed Instruction —
Initial Teaching Alphabet (ita) —
Behavioral (measurable) Objectives —

SECTION IX., CONT.

Differentiated Staffing —

Modern Mathematics —

Ability Grouping (Reading) —

Team Teaching Yes

Non-Graded —

Group Guidance Yes (Student Teaching)

Supervised Study Yes " "

Please comment on any other special training and/or experience(s) which you have had.

I have worked with Student Voting and testing

336

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
Mr. Lindsey	Carver High School Columbus, Ga.	Principal (Student Teaching)
Mr. E.P. Roberts	Lamar Co. Elem. School Barnesville, Ga.	Principal (Student Teaching)
Mrs. E.J. Reids	1715 9th Street Columbus, Ga.	Teacher
Mrs. Mable Underwood	Box 22 Barnesville, Ga.	Librarian
Miss L.V. Carter	P.O. Box 4 Fort Valley State College, Fort Valley, Ga.	Teacher

337

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE July 10, 1972 SIGNATURE Mrs. Cynthia Edwards

(Completed application should be returned to Personnel Office)

PLAINTIFF'S EXHIBIT 21

338

FOR PERSONNEL OFFICE USE ONLY
Received
Acknowledge
Req. Credentials
Set Interview
Interview Date
Action

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

APPLICATION FOR TEACHING POSITION

FOR SUPERINTENDENT'S USE ONLY
Date
Assignment
Building
Salary
Signature

I. PERSONAL

Date 3/11/73

Soc. Security No. 493-52-7599

Mr. Howell, Robert Wesley
(Last Name) (First Name) (Middle Name)

Present address 898 Alanson Dr., University City, Mo. 63132 997-0950
(Street) (City) (State) (Zip Code) (Tele. No.)

Permanent address 898 Alanson Dr, University City, Mo. 63132 997-0950
(Street) (City) (State) (Zip Code) (Tele. No.)

Position desired:

Elementary Level _____
(Grade) (List in Priority) (other)

Junior or Senior High School Social Studies
(Subjects)

Other Positions Track or Football Coach

Date of Birth 8/26/47 Height 6-0 Weight 230

Married NO No. of Children NONE Wife or Husband, living? _____ Divorced _____

Separated NO Number of persons wholly dependent upon you for support None

Physical Defects (a) Sight NONE (b) Hearing NONE (c) Other Defects NONE

Condition of health for past two years Good

With what Community Organizations are you associated? None

In what recreations do you engage? Outdoor Golf

Indoor Handball

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? yes

Troop 124 of Love Tabernacle CME Church

Are you left handed? NO or right handed? yes

Would you arrange for a personal interview? yes

Military Status 1-H

339

898

II. EDUCATION AND PROFESSIONAL TRAINING

High School Sumner High Address 4248 W Cottege Total Units ____

Diploma (Yes) / No yes Dates of Attendance 1961 - 1965

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
University of Missouri at St. Louis	1965-1971	B.S.	Education in Social Studies	108	28	136
Grand Total Credits						163

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☑ No ☐ Life certificate

Elem. 2 Yr. ☐ Life ☐ Secondary 2 Yr. ☐ Life ☑ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State None

Have you ever had a teaching certificate revoked? No If so, explain with attached statement.

Give last date in school 1973 Do you plan to continue graduate work? yes

If so, in what field? M.A.T. Social Studies Place Webster Cabbege

Date Available for employment June 1973 Still Attending Webster College.

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary
Northwest High School	Social Studies	1971-1973	2	200	5200
Student teaching at Hazelwood Senior High	World History	1971	1/2	—	None

Total years experience in Elementary Schools? None Junior High School? None

Senior High School? 2 1/2. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 11 th Subject Area (if applicable) World History

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

699

340

341

V. GENERAL FACTS

Have you failed of re-election to a teaching position? No Where ? _____
If yes, explain with attached statement. _____

Why do you wish to leave your present position? or
Why do you wish to return to teaching? My First Choice was Hazelwood before entering the St. Louis School System.

Why do you wish to teach here? yes

What salary are you receiving now? 5,200 What salary do you expect to receive here? starting

VI. PROFESSIONAL GROWTH

What professional magazines do you read? School and Community

What books have you read during the past year? The Worldly Philosophers, Economics of the Public Sector, Growth and Welfare of the American Past.

Of what professional organizations are you a member? St. Louis Teachers Union

What professional recognition have you had? none

Extent of travel none

342

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? _____

Applicant's comment concerning the retention of children in primary grades _____

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? Football (out side of my teaching area).

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction Project Effect of the St. Louis School System

Audio Visual Aids Limited

Programmed Instruction Project Effect of the St. Louis School System

Initial Teaching Alphabet (ita) none

Behavioral (measurable) Objectives Limited

343

SECTION IX., CONT.

Differentiated Staffing NONE

Modern Mathematics NONE

Ability Grouping (Reading) NONE

Team Teaching Limited

Non-Graded NONE

Group Guidance Limited

Supervised Study 2 years

Please comment on any other special training and/or experience(s) which you have had.

Typing Skills

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
Mr. Chain Houston	Northwest High School 5140 Riverview	Northwest Princ.
Mr. Anderson	Northwest High School 5140 Riverview	Northwest Asst Princ.
Mr. Frank Nuddell	Hazelwood Senior High 15955 New Halls Ferry Road	Hazelwood Social Studies Teacher
Mr. Gary B. Sallade	Hazelwood Senior High 15955 New Halls Ferry Road	Hazelwood Asst Princ.
Dr. Martin Towey	4825 Craigmont	Missouri U. at St Louis Education Department

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE 3/11/73 SIGNATURE Robert W. Howell

(Completed application should be returned to Personnel Office)

FOR PERSONNEL OFFICE USE ONLY
Received MAY 5 1972
Acknowledge
Req. Credentials
Set Interview
Interview Date
Action

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

FOR SUPERINTENDENT'S USE ONLY
Date
Assignment
Building
Salary
Signature

APPLICATION FOR TEACHING POSITION

PLAINTIFF'S EXHIBIT 31 346

I. PERSONAL

Date May 3, 1972

Soc. Security No. 492-30-3263

M Palmer, Willie John
(Last Name) (First Name) (Middle Name)

Present address 3420 Cottage Grove Apt 503 Chicago, Ill. 60616 312 84[illegible]
(Street) (City) (State) (Zip Code) (Tele No.)

Permanent address 5514 Bartmer St. Louis, Mo. 63112 314-721-9926
(Street) (City) (State) (Zip Code) (Tele No.)

Position desired:

Elementary Level Reading Specialist, Administration, Science Teacher
(Grade) (List in Priority) (other)

Junior or Senior High School Reading Specialist, Media-Specialist, Curriculum
(Subjects)

Other Positions Teacher in Elementary grades, Public Relations Lab.

Date of Birth Sept. 29, 1928 Height 5'8" Weight 175

Married yes No. of Children 5 Wife or Husband, living? yes Divorced No

Separated No Number of persons wholly dependent upon you for support one

Physical Defects (a) Sight Wear glasses (b) Hearing —o— (c) Other Defects —o—

Condition of health for past two years Good

With what Community Organizations are you associated? At present none, came to this city 9 months ago.

In what recreations do you engage? Outdoor Camping, traveling, fishing, Swimming

Indoor Swimming, table tennis, basket ball, billards

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? yes

Boy Scouts, YMCA Group, Project STAY, Science clubs

Are you left handed? _____ or right handed? right handed

Would you arrange for a personal interview? Yes, Will be in St. Louis, May 25, 1972 or time you designate.

Military Status Served - 1951-1953

347

750

II. EDUCATION AND PROFESSIONAL TRAINING

High School Washington Technical Address 14th and Franklin Total Units 19

Diploma (Yes) No Dates of Attendance 1944-1946

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
Stowe Teachers College St. Louis, Mo.	1946-1954	A.B	Education	28	28	142
Southern Illinois U. Edwardsville, Illinois	1965-1970	-	Education	16	8	26
Carleton College Northfield, Minnesota	Summer 1966	Certificate	Science	6	-	6
U. of North Dakota Grand Forks N. D.	1967-1968	Certificate	Science	24	-	32
Harris Teachers College St. Louis, Mo.	Fall 1969	Certification	Reading	10	-	13
Grand Total Credits				74	36	219

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☒ No ☐

Elem. 2 Yr. ☐ Life ☒ Secondary 2 Yr. ☐ Life ☐ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☐ No ☐

List any other teaching certificates you may hold and give State None

348

Have you ever had a teaching certificate revoked? If so, explain with attached statement. No.

Give last date in school Winter - 1972 Do you plan to continue graduate work? Yes

If so, in what field? Education Place Southern Illinois University

Date Available for employment As soon as possible

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary
Enright Reading Clinic 5331 Enright St. Louis Mo.	Reading	1969-1970	1	5,000	$11,200.00
Enright Middle School 5331 Enright St. Louis, Mo.	Science	1961-1969	8	5,000	11,000.00
Simmons Home School 4340 St. Louis Ave. St. Louis, Mo.	All Subjects	1955-1961	6	4,500	6,800.00

Total years experience in Elementary Schools? 6 Junior High School? 8

Senior High School? ____. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 1-8 Subject Area (if applicable) all areas

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

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751

V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? NO
If yes, explain with attached statement.

Why do you wish to leave your present position? or
Why do you wish to return to teaching? To motivate children and give insight into Industrial World.

Why do you wish to teach here? My knowledge and experience should be shared with children.

What salary are you receiving now? $13,800.00 What salary do you expect to receive here? $ Open

VI. PROFESSIONAL GROWTH

Job requires that I read any publication that relates to work.
What professional magazines do you read? Instructor, Grade Teacher, The Reading Teacher, Nation's Schools, Educational Research, Business Week, etc

What books have you read during the past year? "Peter's Principle," "The Dirty Ball Player," "Mass Communications," "Statistical Reasoning in Psy and Ed," "Blackboard Jungle," "Reading Ceasley," "Educational Test and Measurement," and "A Better Memory."
Of what professional organizations are you a member? None at present.

What professional recognition have you had? None

Extent of travel Most states in Western and Northern United States.

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? None

Applicant's comment concerning the retention of children in primary grades A question with variables, depending on "school of thought", some educators recommend retention only in primary grades, open-classroom another view, modular-scheduling another, I think it depends on each individual child.

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? Baseball, softball, basketball, Science club, Boy Scouts, YMCA Groups, Camping outings, Fishing club, Conservation,

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction

Audio Visual Aids Special Courses at S.I.U. and Communication Specialist with IBM.

Programmed Instruction Have studied with PI; AV courses contained materials related to PI.

Initial Teaching Alphabet (ita) Reading Clinic

Behavioral (measurable) Objectives Writing them presently for linguistic reading test.

SECTION IX., CONT.

Differentiated Staffing ~~e~~

Modern Mathematics Course at SIU.

Ability Grouping (Reading) St. Louis School System, Reading Clinic

Team Teaching Observation at University of North Dakota

Non-Graded Observation at Enright Middle School - St. Louis, Mo.

Group Guidance Only, during work with Scouts and YWCA Groups.

Supervised Study Enright Middle

Please comment on any other special training and/or experience(s) which you have had.

See Resume

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X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
Mrs Pearl Schwartz	4201 E. Labadie St. Louis, Mo.	Teacher - Certified
Mr. John Bass	3836 Natural Bridge St. Louis	Principal
Mr. John Staples	5331 Enright Ave. St. Louis, Mo.	Adm. Assistant
Mr. Rufus Young	5331 Enright Ave. St. Louis, Mo.	Principal
Mr. Dannie Franklin	5331 Enright Ave. St. Louis, Mo.	Adm. Assistant

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All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE May 3, 1972 SIGNATURE Willie J. Palmer

(Completed application should be returned to Personnel Office)

IBM 42

ALLIANCE FOR COMMUNITY CONTROL

4300 Goodfellow Blvd. Building 105 D St. Louis, Missouri 63120 Phone 761-2504

BOARD OF DIRECTORS

Mrs. Pearl Schwartz White
Chairman

Atty. Murry A. Marks
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Mrs. Grace B. James

Mr. Roy Kenner

Mrs. Florida Rucks

Rev. John A. Shocklee

Mrs. Faith Taylor

Mrs. Johnnie N. Venuto

Mr. Boyd L. Wilson

Dr. Fredda D. Witherspoon

4207 E. Labadie Ave.
St. Louis, Mo. 63115
June 10, 1970

To Whom It May Concern

Dear Sir:

I am pleased to recommend Willie J. Palmer, a former student of mine in the St. Louis public schools, for a position of employment. Rev. Palmer is a gentleman of high virtues and lofty ideals of character. He is honest, cooperative, courageous, appreciative of others and finds pleasure in helping others achieve wholesome living. He likes to work and enjoys completing a task in every detail of high quality.

Again, it is an extreme pleasure to tell about a Christian young man with a fine sense of honor. This is Willie Palmer.

Yours truly,
Pearl Schwartz White

354

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754

BEAUMONT HIGH SCHOOL
3636 NATURAL BRIDGE AVE.
ST. LOUIS, MISSOURI 63107

OFFICE OF THE PRINCIPAL

356

June 11, 1970

TO WHOM IT MAY CONCERN:

I have known Mr. Willie Palmer for a period of fifteen years. My experience with him has been as a community person and also as an employee.

Mr. Palmer served as a coordinator in the Youth Manpower Training Program at the O'Fallon Technical High School 1965-1969. Mr. Palmer's responsibilities were in the area of Adult Basic Education and Social Development Services.

Mr. Palmer has exhibited the kind of leadership and loyalties that are necessary for good organizational success. I give my endorsement to Mr. Palmer as a person who is dependable and can accept administrative responsibilities and accountabilities.

If additional information is needed, please contact my office.

Very truly yours,

John F. Bass

JOHN F. BASS
Principal

JFB:lmr

357

SAINT LOUIS PUBLIC SCHOOLS

OFFICE OF THE PRINCIPAL
ELEMENTARY DIVISION

June 10, 1970

358

To Whom it May Concern:

I have known Willie J. Palmer, personally, for the past twenty years and have found him to have the highest character and integrity.

He has a warm and out-going personality. He relates well to others and has shown dedication to working with youth.

Professionally, I have always found him to be cooperative and responsible person. This responsibility extends from his direct job assignment to equipment or anything in his charge. He is a willing and conscientious worker who discharges his duties, faithfully.

Willie Palmer has worked in the field of recreation and athletics for a number of years.

I have found him highly qualified, and recommend him to you, without reservation.

Sincerely,

John H. Staples

John H. Staples
Administrative Assistant
Coordinator of After-School
Activities

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SAINT LOUIS PUBLIC SCHOOLS

DIRECTOR
ENRIGHT DISTRICT — PROJECT STAY
5331 ENRIGHT AVENUE
ST. LOUIS, MISSOURI 63112

360

June 12, 1970

To Whom it May Concern:

Mr. Willie Palmer, a teacher in the St. Louis Public Schools, is applying for a position in Minneapolis, Minnesota. He has asked me to furnish a letter of recommendation which I comply without hesitation.

I have known Mr. Palmer for approximately seven (7) years; four of these years as the principal of the junior high school in which he taught science. He was cooperative and very interested in his work being both flexible and intelligent in coping with the demands of his responsibilities.

Being cognizant of the need to continue to improve, Mr. Palmer has furthered his training by attending the University on a year's leave of absence. Since that time he asked for and received a position in the lower grades, working with children who had not discovered their potential. In addition, he has served in the past year as a trainee in the nationally renowned St. Louis Reading Clinic, becoming a Clinician in this area.

Mr. Palmer is liked by his associates and me and it is a pleasure to recommend him to you for consideration. I believe he will make a contribution to your program and be an asset to it.

Sincerely yours,

Rufus Young, Jr.

Rufus Young, Jr.
Director

RY/mca

361

757

IBM 42

IBM

PERSONAL

Date: December 3, 1970
From (location or U.S. mail address): GSD Operations
Rochester, Minnesota
Dept. & Bldg: 204/020-2
Tieline & Tel. Ext.: 1439

Subject: **Recent Technical Report and Course Completion**

Reference:

362

To: **Mr W J Palmer**
204/020-2

Willie, congratulations on two recent completions. Your work on David Hines' Technical Report 07.403 was a thorough and most professional approach to your first major project. I know you've worked on several other projects, but you saw this one through from start to finish.

I'd also like to commend you on completing the Mass Communications course at Rochester State Junior College. This clearly shows your interest and effort in improving yourself in a profession that's relatively new to you.

Keep up the fine work!

J E Cain
Information Manager

/ksh

cc B A Brough 726/020-2

363

758

Date July 14, 1971
From (Location) GSD
(U.S. mail address) Rochester
Dept. & Bldg. 876 006-1
Telephone & Tel. Ext. 1133

IBM

Subject: Preparation of ASEE Conference Paper

Reference:

To: Willie Palmer
726/001

364

Willie, thanks a million for the superb help you gave me in preparation of my paper. The end result of our sessions was pure and sweet success!

The presentation went smoothly and proved to be one of the best attended, most talked about sessions of the conference.

I received many compliments on the paper and was highly complimented by Dr Holte of the U of Minn on the presentation itself.

Thanks, again, for your open minded assistance that made it possible!

Ron Stong
876 Eng Ed.

RKS/rs

cc M King
W Moody

365

75

SAINT LOUIS PUBLIC SCHOOLS

DIRECTOR
ENRIGHT DISTRICT — PROJECT STAY
5331 ENRIGHT AVENUE
ST. LOUIS, MISSOURI 63112

June 12, 1970

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To Whom it May Concern:

Mr. Willie Palmer has requested that I write a letter of reference for him.

I have known Mr. Palmer for nine years personally and professionally. During this time he has proven to be excellent in his abilities as junior high school teacher, department chairman, and now as a specialist teacher.

Mr. Palmer has shown uniqueness through his character and personality in interpersonal contacts and has become an asset in the various professional involvements during the time I have known him.

I strongly would recommend him and his competencies.

Sincerely,

Dannie E. Franklin

Dannie E. Franklin
Administrative Assistant
Project Stay
Enright District

367

TELEPHONE 862 0243

Date: October 18, 1971
From (Div. & location / U.S. mail address): SDD
Rochester, Minnesota
Dept. & Bldg.: 258/030-3
Tieline & Tel. Ext.: 6129

IBM

Subject:

Reference:

To: Mr W Palmer

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This is just a short note to let you know of the success of our talk at CECON. I just received the award and I want to once again thank you for the help and advice in preparation for the talk.

If you get to Rochester, please drop in to see the plaque.

Duane W Baxter

Duane W Baxter

/slg

cc
A Hamburgen
M King

369

CARLETON COLLEGE

NORTHFIELD, MINNESOTA

This certifies that Willie J. Palmer
Name

5895 Highland Avenue
Address

St. Louis, Missouri was a member of
City State

The Summer Institute for Teachers of General Science

supported by the National Science Foundation, at Carleton College, June 20 to July 30, 1966. This participant was enrolled in the two courses indicated below.

	Institute Course	Grade
	Mathematics	
____	New Materials in High School Algebra	____
____	Concepts of Calculus	____
____	Set Theory, Functions, and Related Topics	____
____	Geometry	____
____	Structure of Elementary Algebra	____
____	New Materials in High School Geometry	____
	General Science	
X	Astronomy, Descriptive and Historical	Pass
X	Geology, Physical and Historical	Pass

Each course passed represents the equivalent of three semester hours credit at the graduate level.

This certificate bearing the seal of the College constitutes the official transcript of work completed.

Kenneth Klingstedt
Registrar

AUG 16 1966
Date

-762

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University of North Dakota

Academic Year Institute
for High School Teachers of Science

September 1967 — June 1968

SPONSORED BY THE NATIONAL SCIENCE FOUNDATION

In Recognition of Attendance and Satisfactory Completion of the Program of the Institute

WILLIE J. PALMER

IS HEREBY AWARDED THIS

Certificate of Completion

which entitles the recipient to all of the rights and privileges available to those who have successfully finished the work offered by this Institute.

William Johnson
Dean of the Graduate School

C. C. Gardner
Director of Institute

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STATE OF MISSOURI PUBLIC SCHOOL TEACHER'S CERTIFICATE

This CERTIFICATE, issued at Jefferson City by authority of the State Board of Education, is a license for the holder to teach in the public schools of Missouri as herein specified, unless such certificate is revoked.

PERSON TO WHOM ISSUED PALMER WILLIE JOHN SOCIAL SECURITY NO. 492-30-3263

DATE ISSUED 03/17/70 (Mo. Day Yr.)

VALID FROM 07/01/69 TO LIFE (Mo. Day Yr.)

Deg.	Yr.	If in Ed.
MA	54	ED

DEGREES

SUBJECTS AND/OR SERVICES LICENSED

SUBJECT OR SERVICE		CERTIFICATE CODE	
ELEM	ELEM	02	47
MATH	7-9	04	58
SOC ST	7-9	04	66
SP	1-12	06	81

SUBJECT OR SERVICE		CERTIFICATE CODE	
ENG	7-9	04	48
SCI789	7-9	04	50
COR CR	7-9	04	45

COPY FOR TEACHER'S FILE

Any entry made on this certificate other than by issuing authority will render the certificate void
An official list of certificate abbreviations and code numbers is shown on the reverse side of the certificate.

Hubert H. Wheeler
Commissioner of Education

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Chicago State College

Department of Psychology
6800 South Stewart Avenue
Chicago, Illinois 60621

Telephone 312/224-3900

April 21, 1972

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To whom it may concern:

Willie J. Palmer regularly attended my Statistics course on Wednesday nights from 5-8:00 P.M. for the entire Winter semester. Mr. Palmer did excellent work and the class was enhanced by his presence.

Sincerely,

Paul S. Sherman

Paul S. Sherman, Ph.D.
Assistant Professor

375

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RESUME

Willie J. Palmer
3420 Cottage Grove Apt. 503
Chicago, Illinois 60615

Telephone Numbers:
Home: 312-842-7936
Work: 312-944-7552 Ext. 372

Date of Birth: September 29, 1928

Social Security Number: 492-30-3263

Armed Service: Served 1951-1953

EDUCATION

High School--- Washington Technical H.S. St. Louis, Missouri
Graduated June 1946.

College --- [illegible] College, St. Louis, Missouri
[illegible] June 1954.

University --- [illegible] Illinois University, Carbondale and Edwardsville, Illinois Graduate Work--1965-1970 Geography, Education, and Audio-Visuals.

Carleton College, Northfield, Minnesota-
Astronomy and Geology Summer 1966 Certificate.

University of North Dakota, Grand Forks, North Dakota--Academic Year 1967-1968 Certificate.

Rochester Junior College, Rochester, Minnesota
Mass Communications-Special Course-1971.

University of Minnesota Extension in Rochester, Rochester, Minnesota--Technical Writing -Special Course-1971.

PRESENT JOB

ASSISTANT EDITOR at Science Research Associates,Inc. (SRA) Chicago, Illinois 61611.

Duties of the job:

--- Edit copy for publication.

--- Write items for diagnostic test in reading

--- Research reading materials in basal text and professional literature.

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--- Coordinated pretest and equating study for SRA Achievement Series 1-3 and 4-9, for a random sample of the United States.

--- Wrote items for Awareness Survey Test.

--- Wrote manual for the administration of test.

PREVIOUS JOB (August, 1970 to August 1971)

COMMUNICATION SPECIALIST at IBM, Rochester, Minnesota 55901

Duties of the job:

---Edit authors papers for external publication; journals and conferences,

---Made presentations to the different departments in the plant on the responsibilities of the Communications Department,

---Coordinated program on a plant-wide basis,

---Wrote special paper for visual-aid communication,

---Helped authors write papers,

---Did special assignments in Community Relations [illegible],

---Attended classes within the plant that gave insight into the Industrial World,

---Had slides prepared for speakers who made external presentations.

PREVIOUS JOB (September, 1955 to June,1970)

TEACHER in the St. Louis Public School System.

---Reading Teacher--fullfilled all requirements to be certified as a Reading Specialist by the State of Missouri.

---Science Teacher---sponsored field trips, participated in the Science Fair of Greater St. Louis for ten or more years,and sponsored a Science Club, while teaching general science daily.

---Manpower Program Teacher on a part-time basis for three years in basic Education Program.

PREVIOUS JOB (June, 1950 to June, 1955)

---Industrial worker at General Cable Corporation, St. Louis, Missouri, as strander, enameler, and lift-truck driver.

PREVIOUS JOB (April, 1947 to November, 1949)

--- Part-time job while in college - Photographic Developer for C. A. George Photographic Supplies, St. Louis, Missouri.

DIVISION OF CERTIFICATION
STATE TEACHERS COLLEGE

Record of PAYNE, Willie John

Resides at 2956 Maple Avenue, St. Louis, Missouri Born Biscoe, Arkansas 5th September 1926
(City) (State) (Date) (Month) (Year)

Admitted to College September 5, 1946 from Washington Technical H. S. by Rank to the Freshman Class

Graduated from College AUGUST 1954 ranking 3rd in a class of 3 receiving A. B. degree.

Completed Apprenticeship January 25, 1954 receiving the following grades:

Management of Children Average Instruction Average Attention to Details of School Business Outstanding

Personality Qualifications: Above Aver.

HIGH SCHOOL RECORD

Graduated from Wash. Tech. High School June, 1946 (Date) Ranking 1st in a class of 92 with the following high school units:

Source: Prairie County Training School, Biscoe, Arkansas

SUBJECTS	UNITS		SUBJECTS	UNITS		SUBJECTS	UNITS		SUBJECTS	UNITS	
	No.	Source		No.	Source		No.	Source		No.	Source
English	3½	1, 2	Amer. History	1	2	Algebra			Biology	1	1
[illegible]			[illegible] World	1	2	[illegible]	1	2	[illegible]		
[illegible]			[illegible]			[illegible]			[illegible]		
[illegible]			[illegible]			[illegible]			[illegible]		
[illegible]			[illegible]			[illegible]	1	1	[illegible]		
[illegible]			[illegible]			Arithmetic	1	1	Physics		
Commercial	1	1	[illegible]	1	2	Gen. Science	1	1	Civics		
Typewriting	1	2	[illegible]	½	2	Plane Geom.	2	2	Physiology		

Jr. A. B. Williams
[illegible]

December 20, 1946
Date

Record in STC Teachers College

Additional High School Work

Number	Year	Subject	Final Grade	Hours	Credit
21-OA	I	[illegible] Algebra			
21-CA	II	[illegible] Algebra			
21-CS	I	[illegible]			
21-CS	II	[illegible]			

College Tests Not Carrying Credit

	Date	Remarks		Date	Remarks
Arithmetic Proficiency Test			Penmanship Proficiency Test		
Art Proficiency Test			Physical Education Proficiency Test		
Grammar Proficiency Test			Speech Proficiency Test		
Music Proficiency Test			Spelling Proficiency Test		

College Courses Not Carrying Credit

Number	Subject	Year	Final Grade	Present	Absent	Remarks

College Courses Carrying Credit

Basis of Credit: ONE COLLEGE SEMESTER CREDIT is given in the FALL OR SPRING SEMESTER for the satisfactory completion of fifty-four hours of work devoted to class instruction or laboratory work in one of the terms of not more than eighteen weeks, to recitation and preparation, three or more hours to recitation and fifteen to twenty preparation, or two hours to laboratory work. ONE COLLEGE SEMESTER CREDIT is given in the SUMMER SESSION for the satisfactory completion of fifty-four hours of work devoted to class instruction or laboratory work. The following were taken hours to recitation and thirty-three to outside preparation, thirty to recitation and twenty-four to outside preparation, or laboratory hours should be satisfactory work.

Completed Period: Five Semesters

Grading System: Percentage Basis
Below Satisfactory
Discharged from Course.

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College Record ..... and Name Printed .....

Number	Part	Descriptive Title of Course	Year	Credit Hours				
Ed. 90		Freshman Orientation Fall	1946	4	1	30	2	8
Eng. 103	A	English Composition		4	2	78	[illegible]	[illegible]
Fr. 100	A	Elementary French		3	1	59	3	9
Math 100		College Algebra		3	1	59	3	9
P.Ed. 93	A	Elementary Physical Education and Health		3	4	56	1	3
Ph. 100	A	General Physics		4	4	56	3	12
Spch. 104	A	Fundamentals of Speech		4	0	20	1	4
		Grade Pts. 45						
		Crs. 13 Date 2/6/47						
		Aver. 3.46 Init. a.j. EPB.						
Art 100	B	Orientation in Fine Arts Fall	1947	3	1	30	2	6
Eng. 103	A	English Composition		3	1	79	4	12
Fr. 100	B	Elementary French		3	3	57	3	9
Math 104		Trigonometry		4	1	59	3	12
P.Ed. 93	B	Elementary Physical Education and Health		4	2	58	1	4
Ph. 100	B	General Physics		3	2	58	3	9
Spch. 104	B	Fundamentals of Speech		4	1	59	1	4
Eng. 103	B	English Composition		3	2	78	4	12
		Grade Pts. 113						

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		Crs. 24 Date 2/22/48						
		Aver. 3.32 Init. A.P.W.						
Bi. 100	A	General Biology Spring	1948	4	4	56	3	12
Ch. 100	A	General Chemistry		3	3	57	3	9
Geog. 100		Principles of Geography		3	2	58	3	9
P.Ed. 103	A	Advanced Physical Education		5	2	38	½	2.5
S.S. 105		Modern World History		4	0	60	3	12
S.S. 132		General Sociology		4	3	57	3	12
		Grade Pts. 164.5						
		Crs. 49.5 Date 7/13/48						
		Aver. 3.42 Init. L.G.W.						
Bi. 100	B	General Biology Fall	1948	4	1	59	3	12
Ch. 100	B	General Chemistry		3	5	55	3	9
Eng. 201	B	Types of Literature		3	3	57	3	9
P.Ed. 108	B	Advanced Physical Education		3	2	38	½	1.5
S.S. 215		American Government		5	3	57	3	15
S.S. 230		American History		3	6	54	3	9
		Grade Pts. 2.25						
		Crs. 65 Date 3/9/49						
		Aver. 3.46 Init. m.t.o. w.j.						

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College Record Stowe Official Name Palmer, Willie John

Number	Part	Descriptive Title of Course	Year	Final Grade	Times Absent	Times Present	Semester Hours Credit Allowed	Grade Points
Ed. 100		Introduction to Education Spring	1949	3	2	38	2	6
Eng. 201	A	Types of Literature		3	5	55	3	9
Math 202		Analytic Geometry		3	2	58	3	9
P.Ed. 329	A	Gymnastics		3	3	37	1	3
Psy. 200		General Psychology		3	2	58	3	9
S.S. 134		Economics		3	5	55	3	9
S.S. 302		The Negro in American History		3	1	59	3	9
		Grade Pts. 2715						
		Crs. 82.5 Date 6/16/49						
		Aver. 3.6 Init. [illegible]						
ADMITTED BY THE FACULTY TO THE SENIOR COLLEGE LEVEL AS OF STATE TEACHERS COLLEGE, JUNE 17, 1949,								
PROVIDED AN AVERAGE OF 3.00 OR MORE IS FINISHED ON ANOTHER ENGLISH COMPREHENSIVE EXAMINATION								
THE END OF THE FALL, 1949 SEMESTER.								
Ed. 309		Psychology and Hygiene Fall	1949	B	6	94	3	15
Psy. 310		Child Psychology		A	5	95	3	12
P.Ed. 329	B	Gymnastics		B	2	38	1	3
S.S. 202		History of Latin America		A	2	98	3	12
S.S. 312		Latin American Area		B	3	97	3	9
		Grade Pts. 327						

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		Crs. 82.5 Date 6/16/49						
		Aver. 3.96 Init. [illegible]						
Ed. 309		Psychology and Hygiene Spring	1950	B	3	57	3	9
Ed. 351	A	Creative Teaching		A	2	58	3	9
Eng. 203		Literature for Children		B	1	59	3	9
Math. 300		Arithmetic for Teachers		A	2	58	3	12
P.Ed. 103	A	Survey Course in Recreational Acts		B	1	59	2	6
P.Ed. 327		Softball and Volleyball		A	2	58	2	8
		Penmanship		A	3	57	—	—
		GRADE PTS. 378						
		CREDITS 105 DATE 6/25/50						
		AVERAGE 3.6 INITIALS [illegible]						
Art 300		Art for Teachers Fall	1950	WP	3	57	—	—
Ed. 340		Philosophy of Education		WE	29	31	—	—
Mu. 300		Music for Teachers		WE	30	30	—	—
		Grade Pts. 378						
		CREDITS 105 Date 1/25/51						
		Aver. 3.6 Init. [illegible]						

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SOUTHERN ILLINOIS UNIVERSITY

Carbondale — Edwardsville

492-30-3262

: Willie J. Palner — Birth Date: 9/29/28 — No. ES210
ulation Date: 6/3/65 — Location: Carbondale x — Edwardsville ____

e Address: 5895 Highland Avenue — City and State: St. Louis, Missouri
nt or Guardian: — Address:
School: — H. S. Address:
of Graduation: / / — Rank in Class: / — PA & C: Yes No

ec: — Date:
ctional Unit: — Graduated from: Carbondale ____ Edwardsville ____
r: — Minor:

e: — Date:
ctional Unit: — Graduated from: Carbondale ____ Edwardsville ____
r: — Minor:

rs, Awards, Thesis Title:

* 4756 Magnolia
St. Louis, Mo.

COURSE TITLE	DEPT.	Course Number	Cr. Hrs.	GRADE	COURSE TITLE	DEPT	Course No.	Cr. Hrs.
LASSIFIED GRADUATE								
SUMMER QUARTER 1965		ES210						
ECON GEOG I	GEOG	404C	3	C				
TORIAL IN GEOG	GEOG	490D	1	B				
CULTURAL GEOG I	GEOG	406C	3	B				
PHYS GEOG I	GEOG	402C	3	B				
EDWARDSVILLE CAMPUS								
80 WINTER 1966		ES210						
UC MEASUREMENT I	GUID	422	4	B				
80 FALL 1966		ES210						
PR ARITH ELEM SC	EDEL	415	4	A				
-V METH IN EDUC	IM	417	4	NP				
88 WINTER 1970		ES210						
PR RD INSTS	EDEL	505	4	A				
88 SPRING 1970		ES210						
V METH IN EDUC	IM	417	4	A				

S IS AN OFFICIAL TRANSCRIPT
UED AT STUDENT'S REQUEST

JOHN R. DAVIS
ASSISTANT REGISTRAR
2-18-71

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College Record.....STCE.....Official Name.....PALMER, Willie J.....

Number	Part	Descriptive Title of Course	Year	Final Grade	Times Absent	Times Present	Semester Hrs. Credit Allowed	Grade Points
Ed. 361		Classroom Organization and Management Fall	1953	B	0	40	2	6
Ed. 362		Apprenticeship		3.75	1	99	8	30
[illegible]		414 CREDITS 123.5 [illegible] 3.35		[illegible]	1/19/54		[illegible]	[illegible]
Art 300		Art for Teachers Spring	1954	A	3	57	3	12
Ed. 340		Philosophy of Education		B	2	58	3	9
Ed. 351	B	Creative Teaching		B	1	59	3	9
Mu. 300		Music for Teachers		B	0	80	4	12
P.A. 100	B	Survey Course in Practical Arts		A	1	59	3	12
P.Ed. 325	A	Folk and Tap Dance		B	0	40	½	2
GRADE POINTS		477 CREDITS 140 CUM. AVER.	3.36		DATE	6/54	[illegible]	[illegible]
		[illegible] FROM ST. LOUIS [illegible]						
Soc 1&2		The Family	Sum. '54	C			3	
MR. WILLIE J. PALMER WAS AWARDED THE A.B. DEGREE IN EDUCATION AUGUST, 1954 AT STOWE TEACHERS								
COLLEGE. RANK: 3rd in a class of 3.								

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LEGEND OF GRADES

The Semester: 20 weeks The Period: 50 minutes
Passing Grade: D(2)
Grades: A(5) Superior; B(4) Above average; C(3) Average; D(2) Below average, but passing; F(1) Failure; W-Withdrawn; WP-Withdrawn passing; WF-Withdrawn failing;
Requirements for A.B. degree: 124 or more semester credits

Ed 3103		Educational Measurements	F. '56	C			2
Ed. 2003		Investigative Laboratory	Sp. '57	W			0
		St. Louis Government Workshop "We Elect"	F'65	Cr.			1
Ed 3705I		Methods of Teaching Remedial Reading	F.'69	B			2
Ed 4035I		Individual Intelligence Testing		B			2
Ed 4025I		Practicum in Diagnosis of Reading Difficulties		B			3
Ed 4105I		Practicum in Remediation of Reading Difficulties		B			3
		Date Registrar					

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PLAINTIFF'S EXHIBIT 36

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FOR PERSONNEL OFFICE USE ONLY	
Received	APR 27 1973
Acknowledge	
Req. Credentials	
Set Interview	
Interview Date	
Action	

HAZELWOOD SCHOOL DISTRICT

15955 New Halls Ferry Rd.
Florissant, Mo. 63031

APPLICATION FOR TEACHING POSITION

FOR SUPERINTENDENT'S USE ONLY	
Date	
Assignment	
Building	
Salary	
Signature	

I. PERSONAL

Date April 24, 1973

Soc. Security No. 488-52-2965

Miss SHAW (Last Name) Georgia (First Name) Mae (Middle Name)

Present address 5723 Roman Court, St. Louis, Mo. 63140 (314) 521-5901
(Street) (City) (State) (Zip Code) (Tele. No.)

Permanent address 5723 Roman Court, St. Louis, Mo. 63140 (314) 521-5901
(Street) (City) (State) (Zip Code) (Tele. No.)

Position desired:

Elementary Level 3, 4, 5, 2, 1, 6 (Grade) (List in Priority) ---- (other)

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Junior or Senior High School NA (Subjects)

Other Positions NA

Date of Birth June 11, 1947 Height 5'2 1/2" Weight 125 pounds

Married Single No. of Children None Wife or Husband, living? NA Divorced NA

Separated NA Number of persons wholly dependent upon you for support None

Physical Defects (a) Sight None (b) Hearing None (c) Other Defects None

Condition of health for past two years Excellent

With what Community Organizations are you associated? Because of my heavy schedule--student teaching, part-time job, and school--I am not presently active in any Community Organizations.

In what recreations do you engage? Outdoor Soft-ball

Indoor Bowling and Sewing

Have you had experience with such Youth Organizations as Scouts, Campfire, etc? Several years ago I was active with the Catholic Youth Council. Also, I have done volunteer work at a summer camp.

Are you left handed? NA or right handed? Yes

Would you arrange for a personal interview? I am available for a personal interview whenever I am called.

Military Status NA

II. EDUCATION AND PROFESSIONAL TRAINING

High School St. Thomas Aquinas Address 845 Duhn Road Total Units 16

Diploma Yes Yes No Dates of Attendance 1961-1965

College attended Name & Location	Date of Attendance	Degree	Area of Specialization	Sem. Hrs. In Major	Sem. Hrs. in Educ.	Total Hrs. Credit
Florissant Valley Community College	1966 1970-71	NA	Liberal Arts	18	---	18
University of Mo.	attend-ing	BS	Elementary Ed	87	41	128
Grand Total Credits 128 (Credits from FVCC and UMSL)						

Please mark appropriate boxes:

Do you hold a certificate valid in Missouri? Yes ☐ No ☒

Elem. 2 Yr. ☐ Life ☐ Secondary 2 Yr. ☐ Life ☐ K-12 Life ☐

If not, have you applied for a Missouri Teacher's Certificate? Yes ☒ No ☐

List any other teaching certificates you may hold and give State NA

Have you ever had a teaching certificate revoked? NO If so, explain with attached statement.

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Give last date in school Presently Enrolled Do you plan to continue graduate work? Yes

If so, in what field? Language Arts Place Webster College

Date Available for employment May 18, 1973

III. TEACHING EXPERIENCE

Name and Location of School or Institution	Grade or Subjects	Dates	No. of Yrs.	No. Teachers in System	Salary
NA					

Total years experience in Elementary Schools? NA Junior High School? NA

Senior High School? NA. Please indicate the grade level and/or subject area in which your observation and student teaching was done. Grade Level 3 Subject Area (if applicable) NA

Add by letter any additional information that will give a more complete estimate of your training, experience, character and ability. Credentials from placement office should be sent at earliest convenience to Personnel Office.

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V. GENERAL FACTS

Have you failed of re-election to a teaching position? Where ? NA
If yes, explain with attached statement. ____

Why do you wish to leave your present position? or
Why do you wish to return to teaching? To teach

Why do you wish to teach here? I am presently student teachin School District at Black Jack like the Hazelwood School District, the children and met. Also, the Hazelwood School District is convenie

What salary are you receiving now? $4700 What salary do you expect

VI. PROFESSIONAL GROWTH

What professional magazines do you read? The Instructor, Education Digest, Teacher, Psychology Today

What books have you read during the past year? The Open Classroom (Kohl), The Art of Teaching (Highet), 36 Children (Kohl), How Children Learn (Holt), The Way It Spoozed to Be (Herndon), Developing Questioning Techniques (Carin), Values and Teaching (Raths), Understanding Piaget (Pulaski), Teaching Elementary School Mathematics (Underhill)

Of what professional organizations are you a member? None

What professional recognition have you had? No

Extent of travel Kansas City, Mo.; Omaha, Nebraska; Chicago, Ill., Fort Dodge, Iowa

VII. FOR APPLICANTS DESIRING ELEMENTARY POSITIONS

What musical instruments do you play? A little piano

Applicant's comment concerning the retention of children in primary grades I believe a child should be retained if and only if all other means of instruction, counseling and conferences with parents and child have been exhausted. There should be clear evidence that the child will not profit--intellectually nor socially--by being promoted to the next higher grade.

VIII. FOR APPLICANTS DESIRING JUNIOR OR SENIOR HIGH SCHOOL POSITIONS

List activities you can direct? ----------

IX. ELEMENTARY AND SECONDARY APPLICANTS

List experience or training with the following:

Individualization of Instruction Student teaching in an open classroom, individualized learning situation.

Audio Visual Aids Learned to use many audio visual aides in methods courses taken at the University.

Programmed Instruction Learned about programmed instruction in a method course.

Initial Teaching Alphabet (ita) I saw the ita demonstrated in a reading methods course.

Behavioral (measurable) Objectives Wrote many behavioral objectives in methods courses.

SECTION IX., CONT.

Differentiated Staffing None

Modern Mathematics Have taught and I am now teaching modern mathematics.

Ability Grouping (Reading) Knowledge gained in Teaching Reading course, and have gained knowledge and experience as a student teacher.

Team Teaching I was half of a team teaching situation for elementary PE.

Non-Graded Gained knowledge through reading about non-graded schools.

Group Guidance None

Supervised Study None

Please comment on any other special training and/or experience(s) which you have had.
I worked one summer as a volunteer teacher of shorthand and typing to boys and girls between the ages of 9 through 14. I have taught PE on a team teaching basis to seventh grade boys at Ascension Catholic School. I spent a portion of one semester teaching math--two hours a week--to first graders at Cool Valley Elementary School. I haven't done any substitute teaching, because of my part-time job and school schedule.

X. RECENT REFERENCES

(Give at least five references, including especially superintendents, principals, and fellow teachers with whom you have taught, who have first-hand knowledge of your character, personality scholarship and teaching ability.)

Name	Address	Official Position
Jeannie Donovan	Black Jack Elementary School	Third Grade Teacher
Anne Lally	UMSL, Student Teaching Office	Stud. Teacher Supervisor
Norma Bruce	330 N. Florissant	Supervisor
Vivian Conley	8005 Courtney, 63140	Secretary
Father Siebert	8122 Scott, 63140	Pastor

All spaces applicable must be completed in full.

The statements made herein are true to the best of my knowledge and belief:

DATE April 24, 1973 SIGNATURE Georgia M. Shaw

(Completed application should be returned to Personnel Office)

UNIVERSITY PLACEMENT OFFICE
205 ADMINISTRATION BUILDING
UNIVERSITY OF MISSOURI-ST. LOUIS
ST. LOUIS, MISSOURI

TO: Hazelwood School District
ATTN: DIRECTOR OF PERSONNEL
15955 New Halls Ferry Road
Florissant, Mo. 63031

DATE: 5/1/73

The record of GEORGIA M. SHAW is sent to you at:
NAME

X Your Request

___ Candidate's Request

___ Our Request

___ Other _____
NAME

___ Record is in the inactive file and may not be up to date-
_____ file.

J. F. Palmer, Director
University Placement Office

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The attached credentials may be destroyed, if not needed by your office.

Please fill in the information below and return this form to:

University Placement Office
205 Administration Building
University of Missouri-St. Louis
St. Louis, Missouri 63121

Check:

___ We have employed the above-named candidate.
POSITION: Field _____ Level or Assignment _____

SALARY: Per Month _____ For 9 Months _____

Per 12 Months _____

___ We are not employing the above-named candidate.

_____
School, College or Company

_____
Address

399

893

UNIVERSITY OF MISSOURI - ST. LOUIS

PERSONAL DATA FORM

PLEASE TYPE

Name SHAW, Georgia M. ----- (LAST / FIRST / M.I. / MAIDEN) Marital Status Single

Present Address 5723 Roman Court (NUMBER / STREET) Telephone 521-5901

First Name of Spouse --------

Number of Dependents -------

St. Louis (CITY) Mo. (STATE) 63140 (ZIP) Height 5 ft. 2 1/2 in.

Weight 125 pounds

Date of Birth June 11, 1947 U.S. Citizen Macon, Miss.

Physical Limitations None

Selective Service Class. ---------- Parent's Name George and Mollie Pearl Shaw Telephone 521-5901

Parent's Address 5723 Roman Court (STREET) St. Louis, Mo. 63140 (CITY & STATE / ZIP)

400

NAME OF COLLEGE	MAJOR	DEGREE	DATES
University of Missouri - St. Louis	Elementary Education	B.S. Educ.	May, 1973
Others:			

Honors, Honorary and Professional Organizations Dean's List - Winter Semester 1972

Papers Published

Sports, Hobbies, Social Organizations Sewing, Knitting, Bowling, Cooking

Types of Teaching Certificates Held or Date Expected Missouri Certification State (s) May, 1973

Undergraduate Grade Point Average (Cumulative) 2.0 (Major) 2.8

Percentage of College Expenses Earned all How? part-time job

401

004

Rev 3/71 UMSL - 68

c Preference 1st choice St. Louis Co.& City 2nd choice East St. Louis, Illinois

ation Date May 17, 1973 Availability Date May 18, 1973

EXPERIENCE

A. Professional Experience: (Teaching, Admin., Superv., Dir., etc.)

PLACE	DATES	SUBJECT OR GRADES TAUGHT	TYPE OF POSITION
Black Jack Elementary School	Jan. 22 to May 11	Grade 3	Student Teaching

B. Other Experience: Volunteer work, 1969, Mount Olive Baptist Church's Summer Camp Subjects taught were shorthand and typing to ages 8 through 14.

UNDERGRADUATE COURSES

Courses in Major Field (Title Only)	Sem Hrs.	Education Courses (Title Only)	Sem Hrs.	Total Credit Earned	Sem Hrs.	Total Credit Earned	Sem Hrs.
		School in Contemporary Society	3	English	21	Economics	0
		Organization, Management & Techniques	3	French	0	Geography	3
		Children's Literature & Languare Arts	3	German	0	History	9
		Teaching Science	3	Spanish	0	Political Science	3
		Teaching Social Stud.	3	Other	0	Psychology	9
		Teaching Math	3	Mathematics	12	Sociology	3
		Psychology of Teaching	3	Music	5	Philosophy	3
		Teaching Reading	3	Physical Ed.	0	Sp. Fields	0
		Elementary School Music	2	Biological Sci.	5		
		Art Activities	3	Chemistry	0	Others:	
		Health Education	3	Physics	0	Shorthand & Accounting	12
		Physical Ed Activities	3			Business Administration	3
		Student Teaching	6			Geology	4
						Speech	3

Your signature releases this information to prospective employers.

March 1, 1973
Date

Georgia M. Shaw
Signature

005

Rev 3/71-UMSL-68

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PLEASE TYPE ALL INFORMATION

8001 NATURAL BRIDGE ROAD
ST. LOUIS, MISSOURI 63121

To: Dr. Rea (Faculty member)

Dear Sir:
I am enrolling with the Placement Office for a position in: (Check all that apply) ☒ Education ☐ Business ☐ Graduate School
Would you be so kind as to fill out the following form and send it directly to the Placement Office.

I had the following courses(s) under you:

SUBJECT	GRADE	SEMESTER
Teaching Math	C	Fall 1971

Student's Signature Georgia M. Shaw

Student's Name Georgia M. Shaw Date March 1, 1973

Major Elementary Education Date degree received May 17, 1973

CONFIDENTIAL

This form provides for two types of evaluation: (1) ratings on specific traits, and (2) information about the registrant which you believe would be valuable to employing officials. If possible, use both types of evaluation.

Rating Scale

(If you wish to use the rating scale, please check each of the qualities in the appropriate column. Rate the individual in relation to other persons you have known who might be considered applicants for a similar type of position. You may add other qualities that seem important.)

QUALITIES	Superior	Above Average	Average	Below Average	Inadequate Basis for Judgment
Scholarship			X		
Effectiveness in speaking		X			
Effectiveness in written expression			X		
Ability to work with others	X				
Initiative		X			
Appearance, manner, and poise		X			
Friendliness	X				
Probable vocational success			X		
Dependability		X			

(Please give below a statement concerning this applicant's knowledge of subject, work, social attitudes, success in relation with students, fellow workers and the community, and other outstanding characteristics and abilities.) PLEASE TYPE as ink does not xerox well.

Georgia is certainly making every attempt to benefit her career as a teacher. She voluntarily entered a class project whereby she served in a para-professional role with a teacher in a nearby district while in my class. Her teacher reported her quite capable of carrying out cooperative plans with individual pupils, small groups, and the whole class. Her quiet, calm manner will no doubt be found to be desirable in many situations.

006

Faculty Signature Robert E Rea Department Elementary Education

Position Associate Professor of Education Date March 28, 1973

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8001 NATURAL BRIDGE ROAD
ST. LOUIS, MISSOURI 63121

PLEASE TYPE ALL INFORMATION

To: Mrs. Jeannie Donovan, Cooperating Teacher (Faculty member)

Dear Sir:

I am enrolling with the Placement Office for a position in: (Check all that apply) ☒ Education ☐ Business ☐ Graduate School

Would you be so kind as to fill out the following form and send it directly to the Placement Office.

I had the following courses(s) under you:

SUBJECT	GRADE	SEMESTER
Student Teaching Black Jack Elementary School, Grade 3		Winter 1973

Student's Signature Georgia M. Shaw

Student's Name Georgia M. Shaw Date March 1, 1973

Major Elementary Education Date degree received May 17, 1973

CONFIDENTIAL

This form provides for two types of evaluation: (1) ratings on specific traits, and (2) information about the registrant which you believe would be valuable to employing officials. If possible, use both types of evaluation.

Rating Scale

(If you wish to use the rating scale, please check each of the qualities in the appropriate column. Rate the individual in relation to other persons you have known who might be considered applicants for a similar type of position. You may add other qualities that seem important.)

QUALITIES	Superior	Above Average	Average	Below Average	Inadequate Basis for Judgment
Scholarship	X				
Effectiveness in speaking	X				
Effectiveness in written expression	X				
Ability to work with others	X				
Initiative		X			
Appearance, manner, and poise		X			
Friendliness	X				
Probable vocational success	X				
Dependability	X				

(Please give below a statement concerning this applicant's knowledge of subject, work, social attitudes, success in relation with students, fellow workers and the community, and other outstanding characteristics and abilities.) PLEASE TYPE as ink does not xerox well.

Miss Shaw has a thorough knowledge of all subject matter that she teaches in the classroom. Through effective planning and motivation she has been able to provide for individual differences of the children.

She has good rapport with the children, but she also is able to use effective methods of discipline. She is a willing worker and will do anything that is suggested. She has also shown initiative in making individual projects, games, learning packets, and other aids, to help the individual child.

I feel Georgia has the qualities and capabilities which when fully developed will make her a very effective teacher.

Faculty Signature Jeannie Donovan Department Black Jack Elementary School

Position Cooperating Teacher Third Grade Date March 11, 1973

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[870] PLAINTIFF'S EXHIBIT 53

1970
CENSUS OF
POPULATION

GENERAL SOCIAL
AND ECONOMIC
CHARACTERISTICS

MISSOURI

Issued March 1972
[Excerpts]

Table 81. Ethnic Characteristics for Areas and Places: 1970

Standard Metropolitan Statistical Areas / Places of 50,000 or More (or Central Cities) / Urban Balance / Urbanized Areas / Places of 50,000 or More	Standard metropolitan statistical areas - Con. St. Louis Missouri Portion St. Louis
NATIVITY AND PARENTAGE	
Total population	622,234

MISSOURI 27-283

Table 86. Occupation of Employed Persons for Areas and Places: 1970

Standard Metropolitan Statistical Areas / Places of 50,000 or More (or Central Cities) / Urban Balance / Urbanized Areas / Places of 50,000 or More	Standard metropolitan statistical areas - Con. St. Louis Missouri portion St. Louis

EMPLOYED PERSONS 16 YEARS OLD AND OVER	
Professional, technical and kindred workers	
Teachers, elementary and secondary schools	5,238

MISSOURI 27-303

Table 91. Social Characteristics of the Negro Population for Areas and Places: 1970-Continued

Standard Metropolitan Statistical Areas / Places of 50,000 or More (or Central Cities) / Urban Balance / Urbanized Areas / Places of 50,000 or More	Standard metropolitan statistical areas - Con. St. Louis Missouri portion St. Louis
PLACE OF BIRTH	
Total population	254,268
YEARS OF SCHOOL COMPLETED	
Male, 25 years old and over	
College 4 years or more	1,693
Female, 25 years old and over	
College 4 years or more	2,655

MISSOURI 27-323

Table 93. Occupation and Earnings of the Negro Population for Areas and Places: 1970-Continued

Standard Metropolitan Statistical Areas / Places of 50,000 or More (or Central Cities) / Urgan Balance / Urbanized Areas / Places of 50,000 or More	Standard metropolitan statistical areas - Con. St. Louis Missouri Portion St. Louis

OCCUPATION	
Professional, technical and kindred workers	
Teachers, elementary and secondary schools	2,182

Table 119. Social Characteristics by Counties: 1970–Continued

COUNTIES	St. Louis
NATIVITY, PARENTAGE, AND COUNTRY OF ORIGIN	
Total population	951,353

Table 120. Education and Family Characteristics for Counties: 1970–Continued

COUNTIES	St. Louis
YEARS OF SCHOOL COMPLETED	
Male, 25 years old and over	
College: 4 years or more	53,122
Female, 25 years old and over	
College: 4 years or more	29,407

Table 122. Occupation and Earnings for Counties: 1970–Continued

COUNTIES	St. Louis
OCCUPATION	
Professional, technical and kindred workers	
Teachers, elementary and secondary schools	14,187

Table 125. Social Characteristics of the Negro Population for Counties: 1970–Continued

Counties with 400 or More Negro Population	St. Louis
PLACE OF BIRTH	
Total Population	45,579
YEARS OF SCHOOL COMPLETED	
Male, 25 years old and over	
College: 4 years or more	762
Female, 25 years old and over	
College: 4 years or more	836

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970–Continued

Counties with 400 or More Negro Population	St. Louis
OCCUPATION	
Professional, technical and kindred workers	
Teachers, elementary and secondary schools	815

PLAINTIFFS' EXHIBIT NO. 56

SECOND ANNUAL REPORT

of the

St. Louis County, Missouri

PUBLIC SCHOOLS

to the

County Board of Education

for the

School Year 1952-1953

Issued by

George W. Vossbrink, Superintendent

St. Louis County Public Schools

Clayton 5, Missouri

October 1, 1953

BEST COPY AVAILABLE

SCHOOL ENROLLMENTS

In St. Louis County

GROW and GROW

1942 - 1943
48,904

1948 - 1949
50,722

1949 - 1950
53,307

1950 - 1951
57,769

1951 - 1952
63,769

1952 - 1953
71,060

SECOND ANNUAL REPORT

of the

St. Louis County, Missouri

PUBLIC SCHOOLS

to the

County Board of Education

for the

School Year 1952-1953

Issued by

George W. Vossbrink, Superintendent
St. Louis County Public Schools
Clayton 5, Missouri

October 1, 1953

PUPIL-TEACHER DATA

Tables from Reports of Superintendents for the 1952-1953 School Year.

ENROLLMENT
Kindergarten, Grades 1 to 8, High School
Summary by Grades, Kindergarten to Twelfth
Summary, Resident, Non-Resident, Boys, Girls
Summary, Attendance

TRANSPORTATION OF PUPILS

NUMBER OF GRADUATES, Eighth Grade, High School

ENUMERATION

NUMBER OF TEACHERS
Kindergarten, Grades 1 to 8, High School
Men, Women, Colored, White

SUMMARY OF PUPIL-TEACHER DATA

COMPARATIVE DATA

CLASSIFICATION AND ORGANIZATION, etc.

TOTAL ENROLLMENT—Kindergarten to 12th Grade

School District	Kinder-			
Brentwood (W)	256	1,181		
Brentwood (C)	14			
Clayton (W)	254	1,[illegible]		
[illegible] (C)	7			
[illegible]	[illegible]			
[illegible]	[illegible]			
[illegible]	[illegible]			
[illegible]	[illegible]			
Parkway Consolidated School Dist. No. 92 (W)	485	2,251		
Parkway Consolidated School Dist. No. 1 (C)		57		
Hancock Place	232	1,[illegible]		
Jennings	176	8[illegible]		
[illegible] (C)		1,[illegible]		
[illegible]	[illegible]			
[illegible]	[illegible]			
[illegible]	[illegible]			
Maplewood-Richmond Heights (W)	208	1,[illegible]		
Maplewood-Richmond Heights (C)	21	207		
[illegible]	[illegible]			
Normandy (W)	[illegible]	[illegible]		
Normandy Heights (C)	[illegible]	[illegible]		
[illegible]	[illegible]			
[illegible]	[illegible]			
[illegible]	[illegible]			
Ritenour (W)	1014	4,[illegible]	1,[illegible]	
Ritenour (C)	43	237		
Riverview (W)	[illegible]	[illegible]		
Riverview (C)	[illegible]	35		
School District R-5	245	1,[illegible]		
University City	204	4[illegible]		
[illegible]	[illegible]			
Valley Park	[illegible]	5[illegible]		
Webster Groves (W)	665	3,[illegible]	1,[illegible]	
Webster Groves (C)	42	304	101	
Wellston (W)	147	[illegible]		
Wellston (C)	10	[illegible]		
[illegible]	[illegible]			
TOTAL PUBLIC SCHOOL DISTS. (W)	7[illegible]	31,[illegible]	3[illegible]	
TOTAL PUBLIC SCHOOL Dists. (C)	168	2,[illegible]	[illegible]	
Non-High School Districts				
Fern Ridge (W)		371		
Fern Ridge (C)		15		
Kirkwood R-1		831		
Meacham Park Cons. No. 2	51	5[illegible]		
Webster [illegible]	14	72		
[illegible]	[illegible]			
Sunset (W)	[illegible]	[illegible]		
Sunset (C)	[illegible]	141		
Valley Park No. 7	[illegible]	477		
TOTAL ELEMENTARY DISTS. (W)	[illegible]	[illegible]		
TOTAL ELEMENTARY DISTS. (C)	[illegible]	150		
TOTAL ALL DISTRICTS (W)	8,212	43,[illegible]	13,[illegible]	57,[illegible]
TOTAL ALL DISTRICTS (C)	[illegible]	[illegible]	[illegible]	[illegible]
TOTAL, White and Colored	8400	48,440	14,[illegible]	71,[illegible]

SUMMARY OF ENROLLMENT—Kindergarten to Eighth Grade

School District	Une.	Kdg.	1st	2nd	3rd	4th	5th	6th	7th	8th	Total
[illegible]		256	209	170	163	151	133	144	122	114	1462
[illegible]	2	71	73	59	53	55	50	49	63	65	526
[illegible]		156	210	127	141	150	142	116	95	97	1234
Brentwood (W)	1	226	201	151	149	170	136	107	116	99	1457
Brentwood (C)		13	14	13	14	19	9	11	6	3	103
Clayton (W)		276	241	197	183	167	159	144	121	115	1653
Clayton (C)		6	7	5	8	5		5	2	2	40
Eureka R-69 (W)			257	211	214	213	221	178	151	172	1847
Eureka R-6 (C)			5	6	2	5	3	6	4	5	35
Ferguson-											
Florissant R-2 (W)	6	485	402	345	342	352	327	283	242	198	2676
(C)			13	19	16	7	15	6	14	5	95
[illegible]		172	167	134	101	103	144	127	108	112	1393
[illegible]		172	174	110	137	117	119	94	97	72	1007
[illegible]			170	173	135	145	149	125	123	109	1121
[illegible]											
Jennings R-7 (W)	7	744	584	432	497	475	409	376	341	310	4217
Jennings R-7 (C)		45	57	44	39	51	42	43	54	41	416
[illegible]		241	212	174	196	163	176	147	126	93	1570
Maplewood-											
Richmond Heights (W)		247	230	209	217	213	217	163	171	165	1843
(C)		21	29	24	23	25	20	23	27	27	239
Normandy (W)			52	48	61	47	53	42	36	68	407
(C)			10	2	5	6	3	4	7	2	39
[illegible]		227	209	186	170	185	170	181	130	114	1611
Normandy	36	701	615	559	534	518	456	443	441	412	4814
[illegible]		249	241	213	224	201	197	192	156	127	1977
Ritenour (W)	15	1016	941	657	599	612	575	515	513	421	5813
Ritenour (C)		43	35	28	26	24	32	24	20	12	247
Riverview (W)		57	54	196	227	225	191	167	140	85	1901
Riverview (C)			3	2	1	2	3	4		3	18
School Dist. R-5		253	212	157	164	143	150	125	103	112	1401
University City		784	665	642	519	565	573	469	444	410	5043
Valley Park			94	73	74	66	63	67	65	65	562
Webster Groves (W)		671	591	507	467	466		404	376	315	4424
Webster Groves (C)		42	55	41	45	16	36	33	32	28	369
Wellston (W)		149	151	117	138	121	116	111	55	98	1256
Wellston (C)		10	13	17	15	17	19	13	21	16	144
[illegible]		174	170	201	177	119	142	107	106	87	1007
[illegible]											
[illegible]											
U.S. Dists. (W)	67	7362	7329	5705	5637	5610	5533	4607	4410	3912	51,238
(C)		288	405	297	302	319	331	247	302	251	2961
[illegible]			63	42	54	42	43	33	19	27	303
(C)			4	4		3		1	2	1	15
[illegible]			16	59	65	139	85	69	95	85	811
[illegible]											
[illegible]		91	77	71	67	69	73	63	53	41	633
[illegible]		14	10	9	13	6	20	8	9	3	93
Sunset (W)			10	9	15	3	9	7	7	4	70
(C)			27	15	21	14	16	20	19	11	143
[illegible]		93	58	56	71	56	48	29	30	23	664
[illegible]		559	441	311	410	702	511	311	315	197	4068
[illegible]			21	19	21	17	23	21	21	13	156
Total All Dis.	(W) 67	8212	7777	6153	6226	6103	5810	5019	4823	4060	53,821
	(C)	188	436	356	363	365	347	318	353	263	3019
Grand Total Enrollment	67	8400	8213	6468	6319	6468	6163	7376	4976	4262	56,840

SUMMARY OF ENROLLMENT—9th to 12th Grades

School District	9th Grade	10th Grade	11th Grade	12th Grade	Total H. S.
Affton	154	93	93	91	431
Bayless	63	65	62	60	250
Berkeley	91	74	65	67	297
Brentwood	112	75	61	59	307
Clayton	115	147	144	125	531
Eureka R-6	175	153	97	106	529
Ferguson-Florissant R-2	249	195	168	119	731
Hancock Place	105	104	106	116	431
Jennings	112	80	67	64	323
Kinloch (C)	73	50	31	28	182
Kirkwood (W)	294	272	219	267	1052
Kirkwood (C)	31				31
Ladue	177	146	98	93	514
Maplewood-Richmond Heights	108	103	102	98	411
Mapleridge Heights	30	23	16	12	81
Normandy	129	93	92	70	384
Parkway R-3	420	338	316	312	1386
Patchenville R-3	122	115	92	67	396
Riverview	134	103	104	75	416
School District R-8	170	113	87	74	444
University City	93	70	61	49	273
Valley Park	361	353	321	291	1326
Webster Groves (W)	65	39	53	24	181
Webster Groves (C)	107	110	108	108	433
Wellston	110	110	96	45	361
West Walnut Manor	105	91	74	71	341
TOTAL HIGH SCHOOL (W)	93	103	70	61	327
TOTAL HIGH SCHOOL (C)	4145	3501	3132	2771	13549
GRAND TOTAL HIGH SCHOOL	332	171	107	77	687
	4357	3672	3239	2848	14236

SUMMARY OF ENROLLMENT—Resident, Non-Resident, Boys, Girls

School District	Resident Boys	Resident Girls	Resident Total	Non-Resident Boys	Non-Resident Girls	Non-Resident Total	Total
Affton	1093	962	2071	2	4	7	2078
Bayless	425	338	766	1		1	767
Berkeley	802	701	1503	5	3	8	1511
Brentwood (W)	849	893	1742	1	1	2	1744
Brentwood (C)	48	47	95				95
Clayton (W)	1044	1023	2067	77	76	153	2220
Clayton (C)	9	11	20	17	9	26	46
Eureka R-6 (W)	1078	940	2018	84	74	158	2176
Eureka R-6 (C)	19	16	35				35
Ferguson-Florissant R-2 (W)	1997	1748	3745	30	34	64	3809
Ferguson-Florissant R-2 (C)	55	42	97				97
Hancock Place (W)	571	533	1104	4	13	17	1121
Jennings (W)	755	671	1426	11	13	24	1450
Jennings (C)	76	63	139	1	8	9	1367
Kirkwood R-7 (W)	2615	2535	5150	21	30	59	5209
Kirkwood R-7 (C)	215	219	434	1	5	13	447
Ladue	978	875	1853	37	56	93	1946
Maplewood-Richmond Heights (W)	1432	1279	2711	57	57	110	2711
Maplewood-Richmond Heights (C)	111	116	227		1	1	228
Mapleridge Heights (W)	173	250	423	1	3	4	427
Mapleridge Heights (C)	27	23	50				50
Normandy (W)	964	957	1921	12	12	24	1945
Normandy (C)	3171	3071	6242	3	2	5	6247
Parkway R-3	1192	1102	2294	21	21	46	2340
Patchenville R-3	3679	3403	7082	4	5	9	7091
Riverview (W)	1197	1097	2294	17	17	34	2328
Riverview (C)	1174	1119	2293	25	31	56	2349
School District R-8 (W)		18	18				18
School District R-8 (C)	1	1	2	1		1	3
University City	3130	3131	6327	23	46	69	6396
Valley Park	360	348	708	10	18	28	736
Webster Groves (W)	2691	2677	5368	11	11	22	5390
Webster Groves (C)	2	2	4	112	112	224	228
Wellston (W)	1	1	2	1		1	3
Wellston (C)	1	1	2	1	1	2	4
West Walnut Manor (W)	1	1	2				2
West Walnut Manor (C)	1	1	2				2
TOTAL HIGH SCHOOL (W)	3401	3401	6802	361	361	722	7524
TOTAL HIGH SCHOOL (C)	3401	3401	6802	363	351	713	7515
GRAND TOTAL HIGH SCHOOL	102	102	204	1	1	2	206
	3503	3503	7006	364	352	716	7722

DISCARD

ATTENDANCE DATA

School District	Length of Term	Total Days Attendance K to 12	Average Number Belonging	Daily Attendance Grades 1 to 8	Grades 9 to 12	Total Kdg. to 12
Affton	180	345,619	2052	1175.9		
Bayless	180	123,937	715	408.7	215	623
Berkeley	180	259,917	1521	952.5	212.8	1330.3
Brentwood	180	275,709	1676	994.7	266.8	1451.1
Clayton	180	306,201	1716	1136	587	1723
Eureka R-6	185	317,702		1501.2	491.2	1992.4
Ferguson-Florissant R-2	180	726,727	3942	2510.4	675.3	3185.7
Hancock Place	200	213,567	1155	807	531	1338
Jennings	181	215,695	1258	753.4	351.5	1104.9
Kinloch	180	264,734		927.6	367.3	1294.9
Kirkwood R-7	184	543,746	3002	2195.4	577.9	2773
Ladue	185	234,682	1274	1139	290.6	1429.6
Maplewood-Rich. Hts.	185	462,154	2445	1652.2	665	2317
Maryland Heights	185	87,441		462.6	302	764.6
Meniville R-9	180	327,915	1755	1139	357	1496
Normandy	185	597,856	4706	2170.3	1211.7	3382
Pattonville R-3	180	460,547	2564	1677.3	1006	2683.3
Ritenour	184	1,174,744	7037	4,777.5	1,391.9	6,169.4
Riverview	200	566,315	2724	1955.1	1091.9	3047
School District R-8	185	219,203	85	940.6	264.9	1205.5
University City	180	111,021	687	377.1	193.2	570.3
Valley Park	180	81,478	452	282.2	107.1	389.3
Webster Groves	180	1,008,735	5716	3879.2	1070	5,249.2
Wellston	200	212,204	1064	841.2	302.7	1243.3
West Walnut Manor	180	126,648	731	508	193	1179
Total [illegible] Districts		10,[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[

NUMBER OF EIGHTH GRADE AND HIGH SCHOOL GRADUATES

School District	8th Gr. Last Yr.	No. ent. H.S.	8th Gr. This Yr.	H.S. Last Yr.	No. ent. Coll. & U.	H.S. Grad. This Yr.
Affton	112	112	114	93	9	93
Bayless	52	49	55	41	3	40
Berkeley	58	58	73	44	6	39
Brentwood (W)	89	80	87	53	24	58
Brentwood (C)	10	10	1			
Clayton (W)	125	125	113	105	125	120
Clayton (C)	4	4	2			
Eureka R-6 (W)	104	98	151	76	10	64
Eureka R-6 (C)	4	1	5			
Ferguson-Floriss. R-2 (W)	191	187	183	118	41	126
Ferguson-Floriss. R-2 (C)	5	5	4			
Hancock Place	106	92	112	89	5	95
Jennings	74	71	63	60	14	65
Kinloch (C)	55	53	94	43	17	21
Kirkwood R-7 (W)	265	263	264	223	170	230
Kirkwood R-7 (C)	36	34	29			
Ladue	75	73	90			51
Maplewood-Rich. Hts. (W)	182	180	157	143	65	147
Maplewood-Rich. Hts. (C)	21	21	25			
Maryland Heights (W)	29	25	40	21	1	14
Maryland Heights (C)			6			
Meadville R-9	113	97	109	44	6	34
Normandy	339	324	365	256	65	242
Parkeville R-3	102	96	127	44	6	52
Ritenour (W)	291	304	365	241	84	275
Ritenour (C)	5	5	11			
Riverview (W)	115	91	98	40	9	61
Riverview (C)	5		7			
School District R-8	65	63	90			
University City	376	367	437	309	53	272
Valley Park	55	47	50	34	5	30
Webster Groves (W)	230	202	329	253	133	206
Webster Groves (C)	51	47	35	30	17	40
Wellston (W)	87	68	84	72	10	62
Wellston (C)	5	5	11			
West Walnut Manor	77	77	80	67	6	54
Total H.S. Districts (W)	3498	3124	3697	2403	1017	2016
Total H.S. Districts (C)	203	193	230	58	34	61
Fern Ridge (W)	21	20	22			
Fern Ridge (C)	1	1	1			
Riverwood R-2	67	60	73			
Akron Ridge Cons. No. 2	35	34	40			
Weber	13	13	4			
Reuber No. 17 (W)	4	3	2			
Reuber No. 17 (C)	26	22	11			
Reuber No. 73 (C)	13	12	12			
Total Non-H.S. Dists. (W)	125	117	137			
Total Non-H.S. Dists. (C)	27	13	12			
Total All Districts (W)	3623	3430	3551	2403	1037	2016
Total All Districts (C)	232	206	242	58	34	61
GRAND TOTAL	3855	3636	3793	2461	1071	2077

ENUMERATION AS OF MAY, 1953

(Taken from the Office of the County Clerk)

Name of District	White Boys	White Girls	Colored Boys	Colored Girls	Blind Boys	Blind Girls	Deaf Boys	Deaf Girls	Total
High School Districts									
Affton	1774	1559			1				3334
Bayless	675	623							1298
Berkeley	654	700	8	11	1		3	1	1378
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]					[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]					[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]					[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]
[illegible]	[illegible]	[illegible]							[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]			[illegible]		[illegible]
[illegible]	1302	1317	27	30	1	3	2	2	2684
[illegible] Maplewood-Rich. Hts.	2129	1916	148	129					4246
Maryland Heights	362	350	35	25	1		3		740
Meadville Rd.	1403	1291							2617
Normandy	4419	4275	2	43			2	3	8744
Parkeville R-3	1196	1027	4	6					2231
Ritenour	5184	4274	142	140	1		1	1	9683
Riverview	1562	1418	19	10					3009
School District R-8	1170	1010							2255
University City	3618	3729	2	1					7630
Valley Park	468	432	6	3					909
Webster Groves	3527	3451	253	264					7265
Wellston	705	708	61	63					1539
West Walnut Manor	967	951							1918
Non-H.S. Districts									
Fern Ridge	282	272	5	10			3		573
Riverwood	736	670							1406
Akron Ridge Cons. No. 2	501	496	10	6					1013
Weber	102	114							216
Reuber No. 17	47	30	107	110					304
Rathbuth	20	11							31
Jefferson Dist. No. 73	502	451							953
GRAND TOTAL	46,293	43,563	2032	2050	7	4	15	6	93,537

Summary of School Enumeration

High school districts

	[illegible]	Total	[illegible]	[illegible]	[illegible]
Boys	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Girls	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total	36,033	3,557	11	19	39,620

NON-HIGH SCHOOL DISTRICTS

Boys	2,221	125	3	2,349
Girls	2,042	125		2,168
Total	4,263	251	3	4,517

TOTAL ALL DISTRICTS

Boys	46,293	2,062	7	15	48,377
Girls	43,063	2,086	4	7	45,160
Total	89,356	4,148	11	22	93,537

NUMBER OF TEACHERS
ELEMENTARY AND HIGH SCHOOL

	Kdg.	Elem'ty	H. School	Total	Supt.	Total
Affton	4	40	27	67	1	81
Bayless	1	17½	15½	34	1	35
Bradley	3	36	14	53	1	54
Brentwood	4½	43½	18	67	1	68
Clayton	9	73	39	121	1	122
Ferguson R-2		46	20	66	1	67
Florissant-Normandy R-2	7	98	32	137	3	140
Hancock	4	41	22	67	1	68
Jennings	3	40	20	63	1	64
Kinloch		25	9	34	1	35
Kirkwood R-7	13	157	39	209	1	210
Kirkwood R-7	13	157	35	205	1	210
Ladue	7	65	24	96	1	97
Maplewood-Richmond Heights	5½	96½	34	136	1	139
Maryland Heights		10	8	18	1	19
McKinley R-9	5	48	15	68	1	69
Normandy	14	152	67	233	1	234
Pattonville R-3	4	50	13½	67½	1	68½
Ritenour	10	109	43	225	3	228
Riverview	5	44	21	70	1	71
School District R-8	3	33	13	54	1	55
University City	14	177	74	265	2	267
Valley Park		15	11	26	1	27
Webster Groves	11	163	77	251	1	252
Wellston	2	41	20	63	1	64
West Walnut Manor	3	31½	19	53½	1	54½
TOTAL HIGH SCHOOL DISTS.	133	1722	600	2455	30	2539
Fern Ridge		10		10	1	11
Hazelwood R-1		26		26	1	27
Mason Ridge Cons. No. 2	2	18		20	1	21
Weiler		4		4		4
Scudder No. 17		6		6		6
Jefferson Barracks No. 72	1	16		17		17
Total Non-H.S. Districts	3	80		83	3	86
GRAND TOTAL	141	1302	600	2042	33	2075

Second Annual Report of the Social Law County ... 1954 ...

NUMBER OF TEACHERS
MEN, WOMEN, COLORED, WHITE

	Kdg.	Elementary Men	Elementary Women	High School Men	High School Women	Total Men	Total Women	Negro	Total
Affton	4	3	14	17	10	20	24	1	45
Bayless	1	4	12½	6	6½	10	23	1	34
Berkeley	3	9	23	7	7	19	30	1	50
Brentwood (W)	4	7½	29½	7½	8¼	12	45	1	58
Brentwood (C)	½	1	2½			1	3		4
Clayton (W)	9	15	56	18	21	33	92	1	126
Clayton (C)			2				2		2
Eureka R-6 (W)		3	32	6	14	11	51	1	63
Eureka R-6 (C)		1	1			1	1		2
Ferg.-Flor. R-2 (W)	7	26	67	19	13	47	87	3	137
Ferg.-Flor. R-2 (C)		1	2			1	2		3
Hancock Place	4	6	35	9	13	19	54	1	74
Jennings	9	7	31	10	10	17	48	1	66
Kinloch (C)		2	24	3	6	5	32	1	38
Kirkwood R-7 (W)	12	17	121	19	17	36	150	1	187
Kirkwood R-7 (C)	1	3	16	2	1	5	18		23
Ladue	7	6	57	17	7	23	74	1	98
Maplewood-Rich. Heights (W)	5	18	70	19	15	37	99	1	137
Maplewood-Rich. Heights (C)	½	2	8½			2	9		11
Maryland Hts. (W)		2	6	4	4	6	12	1	17
Maryland Hts. (C)			2				2		2
Mehlville R-9	5	6	40	9	6	17	31	1	49
Normandy	14	18	121	29	38	47	180	4	231
Pattonville R-3	4	10	49	5	8½	15	61½	1	77½
Pierremont (W)	15	15	139	19	30	24	214	5	243
Pierremont (C)	1		3				4		4
Riverview (W)	3	10	31	14	7	24	72	1	97
Riverview (C)			1				1		1
School Dist. No. 3	3	8	19	9	4	17	27	1	45
University City	16	15	102	30	34	45	152	3	200
Valley Park		2½	13	4½	6	7	21	1	29
Web. Groves (W)	10	24	126½	27	33½	51	187	1	239
Web. Groves (C)	1	2½	13	12½	7	15	38	1	54
Wellston (W)	3	7	30	10	20	17	62	1	80
Wellston (C)		1	3			1	3		4
W. Walnut Manor	3	1	10½	6	11	10	28	1	39
Total U. S. Dists. (W)	134	253	1377	316	343	581	1826	29	2436
(C)	4	13½	77	15½	13	29	103	1	133
Fern Ridge (W)		1	8			1	11	1	13
Fern Ridge (C)			1				1		1
Richmond Hts.		3	63			3	67	1	71
Mason Rd. Con. No. 2		4	14			4	20	1	25
Welch		1	3			1	3		4
Sandler (W)			2				2		2
Sandler (C)		1	3			1	3		4
Joint Dist. No. 28	1	4	12			4	13		17
Total Non-U.S. Dists. (W)	3	13	66			13	63	3	81
(C)		1	4			1	4		5
Total All Districts (W)	137	266	1443	316	343	594	1889	32	2517
(C)	4	14½	81	15½	13	30	107	1	138
GRAND TOTAL	141	280½	1524	331½	356	624	1996	33	2655

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[1014] PLAINTIFF'S EXHIBIT 57

Business items may be numbered

Page No. 2

Continuation of Regular board meeting held November 20, 1954

Item No.

Change in fireproof regulations for stage

Mr. Grueninger brought to the attention of the Board a change in fireproof regulations governing construction of stages, which would necessitate extra expenditure to Jones-Kissner Company. Dr. Sunderman moved the extra be allowed and that the architect bring the exact amount to the attention of the Board at the next regular meeting. The motion was seconded by Mr. Grannemann.

Yea: Wehmer, Sunderman, Grannemann, Stevenson
Nay: None

Recommendation of $10,000 Bond for high school sec'y

Superintendent Kirby recommended that a bond of $10,000 be purchased for the secretary of the high school principal securing activity funds handled by her. The recommendation was approved on a motion by Mr. Grannemann and seconded by Mr. Stevenson.

Yeas: Wehmer, Sunderman, Grannemann, Stevenson
Nay: None

Bills

Current Bills presented were approved for payment. Motion made by Mr. Stevenson and seconded by Mr. Grannemann.

Yeas: Wehner, Sunderman, Grannemann, Stevenson
Nay: None

Organizations other than school affiliated groups using cafe

Superintendent Kirby presented the problem of organizations other than school affiliated groups using the cafeteria for dinners. It was decided to cooperate with community groups and permit such use of cafeterias but that in each instance a cafeteria cook must be present at the expense of the organization. The motion was made by Dr. Sunderman and seconded by Mr. Grannemann.

Yeas: Wehmer, Sunderman, Grannemann, Stevenson
Nay: None

Pupils driving motor vehicles to school

It was brought to the attention of the Board by Superintendent Kirby that high school pupils were driving motor vehicles to the school in increasing numbers. The matter was discussed considerably and the Superintendent was instructed to prepare a permit for pupils driving a motor vehicle to school, with recommendations that evidence must be submitted showingproper licensing of driver, liability and property damage insurance, and list of designated persons riding in the vehicle on a motion by Mr. Stevenson and seconded by Dr. Sunderman

Yeas: Wehmer, Sunderman, Grannemann, Stevenson
Nay: None

Colored Pupils

Superintendent Kirby informed the Board of property in the Distriact that had been rented to persons of the Negro race, but stated he had no knowledge as to whether they had children of school age. After deliberation the Superintendent was instructed to admit resident negro children, but in view of their being so decidedly in the minority, he was further instructed to offer payment of tuition to negro pupils to a school of more predominantly negro enrollments on a motion made by Dr. Sunderman and seconded by Mr. Grannemann.

Yeas: Wehmer, Sunderman, Grannemann, Stevenson
Nay: None

[1015] PLAINTIFF'S EXHIBIT 61

HAZELWOOD TEACHERS NOT CERTIFIED AT THE TIME OF APPLICATION

1. *Abla, Janice M.
2. *Abney, Beatrice H.
3. Anderson, Donna
4. Anderson, Margaret
5. *Andrae, Mary K.
6. *Appleby, Frederick S.
7. *Bittiker, Darlene J.
8. *Boone, Christine
9. *Brunstein, Judith
10. Burlein, Marlene Fuhlbrugge
11. *Burris, Jacqueline
12. Cambell, Donald
13. *Cheek, Deborah
14. Cherry, Deborah Ann
15. *Conklin, Lesley
16. *Corbin, Darlene
17. Craig, Linda
18. DeCristofar, Joseph
19. DePriest, Sue Ann
20. Dickinson, Roscoe
21. Dittmeier, Dorothy
22. Dole, Thomas Brader
23. Duke, William Raymond
24. Dunkley, Patricia
25. Dunn, Carole
26. Dunn, Deborah
27. Eckert, Judith
28. Ehrle, Ruth Ann
29. *Fast, Emily
30. *Ferguson, Georgia
31. Flaherty, Cheryl Jean
32. *Ford, Marsha Lee
33. *Gallagher, Mary
34. *Gates, Gregory L.
35. *Gilbert, Robert L.

36. *Groce, Judith A.
37. Gueldner, Carolyn
38. Hall, Leona
39. Hancock, Helen
40. Hartig, Claire
41. *Hickerson, Janet
42. *Howard, Charles
43. *Howard, Judith
44. *Hudnut, Nanette M.
45. *Johnson, Anita
46. Kay, Mary Ann (Bouas)
47. Kelso, Karen
48. Killen, Deborah
49. *Kirby, Kathleen
50. *Koziatek, Carol
[1016] 51. Lavalle, Betty
52. Lewis, Billy Jean
53. Lundy, Mary
54. Marshall, Valerie
55. Martensen, Dean
56. *Maxwell, Terry
57. *McFarland, Dennis
58. *Meador, Lloyd
59. Meadows, Sandra
60. Mitchell, Patricia
61. Moll, Dale
62. Mullins, Maxine
63. *Novitskie, Shirley
64. Nunley, Joanne
65. *Pannebocker, Shirley R.
66. *Parrish, Caryn
67. *Paulic, William
68. Pedigo, John
69. *Plummer, Robert
70. Pohl, Susan
71. *Pressman, Norman
72. *Prost, Elizabeth
73. Renda, Diane
74. Reilly, Emma
75. *Russell, Betty

76. *Russell, Margaret
77. *Sabados, Anna M.
78. *Satterfield, Gayle
79. Schelbe, Carole
80. Schwartz, Kathleen
81. *Share, Cynthia A.
82. *Sherer, David
83. Siegel, Faye H.
84. Smith, Donna Lee
85 *Smith, Mary
86. Stanfield, Pamela
87. *Taylor, Raymond
88. *Thomas, Oleta
89. *Thurow, Beverly
90. *Tieman, Margaret
91. Timkin, Lenore
92. *Vosmer, Joan
93. *Wachter, John
94. *Waite, Gerald
95. *Weinstein, Brenda
96. *Wessels, Joseph
97. Wiss, Rebecca
98. *Woodward, Anita J.
99. Woodward, Barbara
100. Zerlan, Dawne
101. *Ziegler, Joel

*Hazelwood teachers who were not certified at the time of job offer.